



Candidate Information



Assistant Headteacher for Pastoral Care – Attitudes and Behaviour



CENTRAL LEARNING
PARTNERSHIP TRUST

Assistant Headteacher for Pastoral Care – Attitudes and Behaviour

Leadership 10 - 14 (negotiable depending on knowledge, experience and effectiveness)

Central Learning Partnership Trust (CLPT) is a highly effective, expanding Multi-Academy Trust. We currently have three secondary school's, two of which are high performing, Heath Park and Moseley Park, with outcomes placing both schools in the top 5% nationally. We are unrelenting in our determination to provide the highest quality learning experiences for our students. With the on-going expansion of the CLPT, we are building leadership capacity at all levels in order to effectively strengthen our learning partnerships.

We are seeking to appoint an inspirational Assistant Headteacher of Pastoral Care with responsibility for shaping the strategic direction of attitudes and behaviour across the school. This is an exciting opportunity providing enormous scope to support and further develop provision for our young people.

This position is aimed at an energetic, innovative and experienced practitioner to drive and provide strategic leadership for all aspects of provision for attitudes and behaviour. The post holder needs to provide exceptional modelling, be an effective team player, whilst ensuring the highest standards and expectations in teaching, learning, experiences beyond the classroom and strategic leadership. The Assistant Headteacher of Pastoral Care needs to be creative, highly motivated, independently minded and forward thinking; with the capacity to enthuse and inspire young people and colleagues.

This is an exciting opportunity to contribute significantly to the personal development of all students at **Moseley Park School**, whilst working with professional partners across the Trust to further develop and strengthen pastoral provision. Our core business is to develop confident, caring and ambitious learners that possess the skills and qualities to fulfill their full potential.

If you share our vision and determination, possess strong ambitions for learners, and want to have a positive impact on young people, families and the community, then we would be delighted to hear from you. For more information and further details about this exceptional opportunity, please contact Mrs Jane Elwell, Executive Assistant. Tel: 01902 553901/556714 E-mail: jane.elwell@clpt.co.uk

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.

Closing date: 12 noon on Wednesday 4th May 2022

Interviews will take place: w/c 9th May 2022

Job Profile

Job Title:	Assistant Headteacher of Pastoral Care – Attitudes and Behaviour
Responsible to:	Head of School
Salary:	L10-14
Core Purpose:	<p>To uphold our commitment to safeguarding and to promote the well being of our young people</p> <p>To carry out duties of a teacher in accordance with the School Teacher’s Pay and Conditions.</p> <p>To work and promote the aims and vision of the school</p> <p>To be aware of and observe all polices, procedures and working practices set out by the Central Learning Partnership Trust</p>

Responsibilities of Assistant Headteacher of Pastoral Care

Ethos & Values

- To support our vision for all students, irrespective of disposition, accessing a fully resourced ambitious curriculum that nurtures talent and develops skill and experiences for life long learning.
- To collaborate across pastoral and academic teams both within school and across the Trust.
- To model, advocate and lead by example in line with the culture of the school of mutual respect, positivity and personal integrity.
- To recognise and promote wellbeing across the organisation

Pastoral Curriculum

- To provide strategic leadership over all aspects of attitudes and behaviour, including the line management of Year Leads and Pastoral Managers.
- To strategically lead on Ready, Respectful, Responsible student -centred approach to shaping scholarly attitudes and behaviours.
- Lead on scholarly behaviours being embedded across all year groups through effective sharing of best practice and be unrelenting with core expectations.
- To lead on the embedding of scholarly routines and procedures, starting with tutor time, lesson starts and exits, change overs and social times
- Lead and support CPD as required in line with pastoral improvement priorities
- To lead, review and evaluate systems that raise the aspirations of all young people to be the best version of themselves
- To lead on capturing and responding to student, parent and staff voice.
- To lead, review and evaluate rewards, sanctions and operational procedures that all stakeholders adhere to.

Teaching and Learning Responsibilities

- Plan, teach and evaluate lessons to ensure all students have access to quality first teaching.
- Create a stimulating environment for learning through the use of a range of researched based instructional strategies.
- Assess, report and record in line with the academic reporting cycle.
- Provide on-going feedback in line with school and department policy.
- Insist on high standards of presentation of work.
- Set high expectations of conduct and behaviour through the forming of positive relationships born out of mutual respect.
- To be proficient in the use of ICT and digital platforms in support of learning.

Other duties relevant to the role

- Communicate effectively with staff, students and parents/carers as appropriate
- To lead on all aspects of operations and systems pertaining to Year Teams, Pastoral Managers and scholarly operational structures
- Monitor and evaluate trends in pastoral and academic data and respond strategically to findings
- Liaise effectively across academic, pastoral teams and external agencies when addressing students of concern.
- Monitor, review and update the whole school duty rota as required

Notes:

This document provides an overview of the role but is not limited to those descriptions listed above. It is anticipated that the role will evolve over time and be subject to reasonable adjustments.

Person Specification

Role: Assistant Headteacher of Pastoral Care – Attitudes and Behaviours | E/D | A | I

Qualifications and Training

1	Qualified Teacher Status or completion of training programme	E	/	
2	Degree in relevant subject	D	/	
3	Evidence of continuing professional development	E	/	

Experience

4	Relevant teaching experience in secondary education	E	/	/
5	Experience of middle leadership	E	/	/
6	Experience of using data to inform planning, target setting and to secure improvements	E	/	/
7	Evidence of successfully implementing effective teaching and learning strategies	E	/	/

Knowledge and Understanding

8	Excellent subject knowledge and passion for subject	E	/	/
9	Knowledge of National Curriculum requirements	E	/	/
10	Knowledge of effective assessment strategies	E	/	/
11	Clear understanding of successful strategies that raise attainment and progress	E	/	/
12	Sound knowledge of pedagogy, teaching styles and how students learn	E	/	/
13	Up to date safeguarding and child protection knowledge	E		/
14	Understanding and commitment to social inclusion	E	/	/

Skills and Abilities

15	Ability to communicate effectively with students' and parents/carers	E		/
16	Flexible and imaginative with the ability to solve problems creatively	E		/
17	Secure ICT skills with the confidence to absorb innovative technologies	E	/	
18	Ability to engage all students and manage a range of learning needs and barriers to progress	E	/	
19	Ability to motivate and inspire students to achieve	E	/	

Personal Attributes

20	Tenacity and resilience	E		/
21	A strong and supportive team player	E		/
22	Personal presence and confidence; warmth and sensitivity	E		/
23	Enthusiastic and determined	E		/
24	Courteous, tactful and self aware	E		/
25	Able to use own initiative and manage work load effectively	E		/

Key

E – Essential

D – Desirable

A – Application

I - Interview