

# Pastoral Manager Recruitment Pack

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## Contents

- Advert
- Our vision, mission and values
- Executive Principal Message
- Associate Executive Principal Letter to Applicants
- An Introduction to Wellspring Academy Trust
- Safeguarding
- Next Steps



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Special Provision Partnership



Please read this pack in conjunction with the job description and person specification.

# Advert



**Post Title:** Pastoral Manager -Springwell Learning Community

**Scale:** Grade 9 (SCP 32-35) Term time, including INSET days, plus two weeks.

**Start:** September 2021

Do you share our vision of an inclusive education system where staff teams work together for the specific needs of children and young people?

Are you an exceptional leader who wants to make a real difference to the lives of children with social, emotional and mental health difficulties?

We are currently looking for a Pastoral Manager who can:

- Lead in the implementation of safeguarding, behaviour and attendance policies, training and procedures

- Act as the Designated Senior Leader for Safeguarding and Attendance

- Ensure a timely, robust and appropriate response to welfare issues including behavioural difficulties, disaffection, poor attendance and medical concerns through both direct work and leadership of Pastoral Welfare Leaders and Pastoral Care Workers

- Establish effective and collaborative relationships with other professionals to secure regular attendance and safeguarding of pupils through a broad range of strategies and interventions

- Be, or is willing to train to be, an advanced Team Teach tutor.

We need a senior leader who is highly motivated, with imagination and focus to join us on our journey. Only the very best will do as our children deserve only the best. If you are a great leader, if you are dedicated to improving the life chances of children and have the ability to help both staff and pupils shine, please get in touch!

# Our Vision

A purposeful learning environment that is physically and emotionally safe.

A specialist educational offer that ensures children and young people are well prepared for further education, employment and participation in society.

# Our Mission

As a school we will be relentless in our aim to:

- Teach every pupil to read and keep them reading - no exceptions
- Ensure every pupil meets the objectives set out in their Education Health and Care Plan
- Provide a broad, balanced and challenging curriculum, which equips pupils for their next steps
- Model and nurture positive relationships and strong partnerships

# Our Approach

A trauma-informed, instructional approach that integrates knowledge about trauma and the way children learn into policies, procedures, and practices.

# Associate Executive Principal Letter to Applicants



Dear Applicant,

Thank you for your interest in the post of Pastoral Manager at Springwell. I am very pleased that you are considering applying to lead the work of our Pastoral Team.

Our new Pastoral Manager should be a strong and focused leader with a wealth of safeguarding knowledge and experience who can build effective working relationships with staff, pupils, their families and a wide range of partner agencies. You should have in-depth knowledge of processes and strategies associated with enhancing pupil welfare, behaviour and attendance.

We are in the fortunate position to be able to offer you an extensive handover from the current interim post-holder throughout the autumn term to ensure you receive the necessary coaching and mentoring to succeed in the role.

The person specification provides a more comprehensive list of the qualities we are looking for, but in essence we wish to appoint somebody with the wisdom, experience and confidence to take the work of the Pastoral Team forward; someone who builds on what is currently excellent and ensures we continue to improve by embracing the opportunities and challenges that are offered in the future.

Yours faithfully,

Dan Foster  
Associate Executive Principal

At Wellspring Academy Trust we believe that every school is unique, because it has a unique history, it serves a unique community context and is full of unique individuals.

We value and celebrate the unique identities of our academies. We encourage them to innovate, create and develop their uniqueness because we want others to learn from them. Excellence is about diversity, not conformity.

We do not believe that one size fits all.

Our culture is: Open. Transparent. Outward-facing. Generous. Supportive. Collegial. Collaborative. Inclusive. Progressive. Plural. Courageous. Curious. Caring. Confident. Ethical. Respectful.

If you want to work with, and – more importantly – contribute to a culture like this, we might be a fit.

For further information, please visit our website.



# Safeguarding

Our Special Provision Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We ensure that all our recruitment and selection practices reflect this commitment.



## Special Provision Partnership



# Next Steps

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For more information about the role, please speak to Dan Foster, Associate Executive Principal. To make an appointment, please call Sarah Elliot on 01226 291133.

To apply, please download and complete a Wellspring application form and submit, via email, alongside a letter of application. This letter should outline why you feel your experience makes you a strong applicant for this exciting opportunity. It should not exceed two sides of A4.

Please note that candidates are expected to demonstrate all the essential criteria and have a strong communication skills.

**Deadline for applications:** Midday on Friday 2nd July 2021

**Email for submission:** [springwellvacancies@springwellacademies.co.uk](mailto:springwellvacancies@springwellacademies.co.uk)

Panel interviews and associated tasks will be held on Tuesday 6th July 2021