



WE ARE ASTREA

SEND PASTORAL LEADER

ASTREA ACADEMY DEARNE
PART OF ASTREA ACADEMY TRUST

APPLICANT BRIEF





LETTER FROM THE PRINCIPAL

Dear Candidate,

I am truly delighted you are interested in the post of **SEND Pastoral Leader** at Astrea Academy Dearne. It is with great pride that I am able to introduce myself as Principal of the school and it is a privilege to share with you our ambitious vision for the future. As a parent first, I am resolutely determined to secure an outstanding provision for our community and to ensure that the children who attend our school have access to the same futures as my own children.

If you choose to join us, you will become part of a strong morally driven school that believe in the highest levels of success for all children regardless of their background. You will be relentless in your commitment and belief in all young people and will ensure only the highest level of academic success and personal fulfilment for all: they deserve nothing less. It is our vision to create outstanding young people who are courageous champions of diversity, equality and mutual respect and who are proud of their community and are enthusiastic advocates of learning.

We offer you unrivalled professional development that actively promotes independent research, collaborative working and constructive feedback and solutions. As a school who is proud to have created our own Fair Workload Charter, we will provide unparalleled support and wellbeing strategies and make you feel an integral part of Team Dearne.

If you share our values and want to make the kind of difference to young people's lives that challenge social boundaries, then we would love to meet you! Please take this letter as an open invitation to either visit our school and meet the people who make our school so much more than a building. If you let us know when you would like to visit we can make sure that tea and cakes are available too! We believe that is an integral part of teaching!

I very much hope that you choose to apply for this post and I look forward to meeting you.

Best wishes

Joanne Wilson

Principal at Astrea Academy Dearne





JOB DESCRIPTION

SALARY	Grade 8: £28,912 - £31,290 (actual salary)
CONTRACT TYPE	Permanent
WORKING PATTERN	Term-time 38 weeks plus 5 INSET days
HOURS PER WEEK	39 hours per week
REPORT TO	Director of SEND

PURPOSE OF THE ROLE

- To lead, deliver and embed high quality inclusion and pastoral provision within our SEND provision: Athena.
- Lead on pastoral support for vulnerable and complex students to increase student engagement and enjoyment of education.
- Liaise with primary schools and colleagues to identify vulnerable students

DUTIES AND RESPONSIBILITIES

- Provide outstanding care, guidance and support structures within Athena to ensure that there are no barriers to learning for children.
- Create a rewarding culture that motivates students to become enthusiastic learners.
- Build good relationships between the academy and families to further develop trust between the academy and home to significantly improve learning, behaviour and aspiration.
- Identify pastoral and inclusion priorities for development within Athena and ensure plans are developed, implemented and have impact.
- Assume responsibility for the welfare of children in Athena and ensure you: follow up incidents, maintain detailed records and student files and support parents and staff to arrange consequences where appropriate.
- Promote, monitor and improve attendance and punctuality of students to levels higher than national data.
- Work with Athena teachers to plan, support and review positive behaviour management and attitudes to learning strategies.
- Be a pastoral presence in Athena classrooms.
- Contribute to student referrals as required. (MindSPACE/EHA/EWO/CAMHS/TADS/Social Care.)
- Liaise closely with the full range of external agencies to support individual children's progress and welfare, preparing all necessary documentation.
- Be the lead professional for children needing the support of external agencies and represent the school in CP/CIN/TAF meetings.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, equality of opportunity and data protection, reporting all concerns to an appropriate person.
- Take steps to prevent bullying and support victims regardless of year group.
- Support the safeguarding of children at all times and ensure children know how to keep safe, particularly before and after school.
- Undertake any other reasonable duties as requested by the Principal.



PERSON SPECIFICATION

EXPERIENCE

- Significant experience of working with children in a primary or secondary school.
- Proven evidence of successfully improving outcomes for children and young people with additional needs.
- Experience of working within statutory and whole school policies around safeguarding.
- Experience of multi-agency working.
- Experience of counselling, negotiation and advocacy skills.



QUALIFICATIONS

- Degree or equivalent qualification or experience.
- Minimum of 5 GCSEs including English and Mathematics at a grade C or above, or equivalent.

KNOWLEDGE

- Knowledge of the barriers to learning for children who have identified additional needs, e.g. autism, SEMH, visual or hearing impairments.
- Up to date knowledge around how to improve attendance and reduce exclusions from school.

PERSONAL ATTRIBUTES AND SKILLS

- High level interpersonal and communication skills.
- The ability to work independently, using own initiative.
- The ability to work under pressure and prioritise tasks to meet deadlines.
- Excellent management and organisational skills.
- A flexible approach to working to accommodate the changing needs of the school.
- An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter regardless of background.
- Resilience, self-motivation and the personal drive and desire to 'make a difference' in an environment which can be challenging at times.