



Simon Langton Girls' Grammar School

Pastoral Manager

March 2023



Candidate Information Pack



Welcome

Thank you for your interest in applying for a position at our school.

We were founded in 1881, with a history that can be traced back as far as 1248, and the provision Simon Langton left for the 'perfection' of support for poor priests. Jump forwards nearly 800 years to a school that is striving to create the perfect environment for students and staff to work and learn together.

Today we are an exciting, vibrant, home to over 1300 students and staff. Set on a 14-acre site on the edge of Canterbury, and having completed a major rebuilding programme in 2021, we boast a modern campus to match our expectation and aspirations. From Years 7-11 we welcome girls, with external students competing to join our thriving mixed-sex sixth form. Together we strive for academic and pastoral excellence, supporting all students and staff to be:

- *ambitious in their dreams and thinking: driven to achieve their very best; focused on academic and personal self-improvement; achieving outstanding outcomes in any field*
- *confident in themselves and their abilities: stepping outside of their 'comfort zone'; demonstrating a willingness to show their capabilities to others; approaching difficult situations with careful planning and positivity*
- *independent in their mind and actions: original thinking; giving a voice and action to personal beliefs; making a positive difference to the lives of others*
- *creative in their problem-solving and imagination: producing work that demonstrates strong artistic accomplishment; navigating difficult problems or situations through preparation and planning; inventive and/or original in achieving outcomes*

If your drive and ambition matches ours, and you aspire to be a part of something very special, I invite you to apply to join the Langton Family.

Paul Pollard
Headteacher





Safeguarding

Simon Langton Girls' Grammar School recognises our statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody's responsibility and all those directly connected (staff, volunteers, governors, leaders, parents, families, and learners) are an important part of the wider safeguarding system for children and have an essential role to play in making this community safe and secure.

Simon Langton Girls' Grammar School believe that the best interests of children always come first. All children (defined as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.

Simon Langton Girls' Grammar School recognises the importance of providing an ethos and environment within school that will help children to be safe and to feel safe. In our school children are respected and are encouraged to talk openly. We will ensure children's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

Please also be aware that all candidates invited for interview will be subject to online recruitment checks, in line with 'Keeping Children Safe in Education' recommendations.

We are seeking to appoint a confident and resilient Pastoral Manager for our Year 11 and 12 students, to work within our outstanding pastoral support team. Applicants will need to demonstrate extensive previous experience of supporting the safeguarding and wellbeing of young people and will need to be adept at data handling to ensure they can provide the best pastoral care for our students. The appointed person will work closely with the Senior Pastoral Lead, Pastoral Managers, the Academic Lead Team, and the Senior Assistant Headteacher, in providing support to students.

Our Pastoral Managers are required to work in a variety of contexts to support our students, creating Personal Education Plans, attending meetings, liaising with parents, guardians, outside agencies and the pastoral team, and implementing a range of intervention strategies.

The appointed person will be well supported by our team of professionals in developing their skills to maximise the success and happiness of our students. A commitment to continued professional development is essential and there will be significant opportunities for this.

This is an exciting opportunity for an enthusiastic, flexible team player to work in our high achieving grammar school.

Applicants who are shortlisted will be invited to attend an open morning at which further shortlisting will take place. Interviews of the final shortlisted applicants will take place after the open morning.

This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff, peripatetic teachers and volunteers to share this commitment. An online search check will be carried out on shortlisted candidates, this is not part of the shortlisting process itself and all candidates will be provided with the opportunity to address any issues of concern that come up during the search at interview.



Job Information



Job Specification

Job Title: Pastoral Manager

Job Purpose: To provide support to students, in designated year groups, to enable them to reach their full potential by identifying and removing barriers to learning.

Responsible to: Senior Pastoral Lead

Salary: KCC Kent Range 8 £25,023 pro-rata (FTE £28,598)

Hours of Work: 37 hours per week, 39 weeks per year (which is currently term time plus 37 hours during school holidays).

Specific Accountabilities:

- To support the Senior Assistant Headteacher (Pastoral) and the Senior Pastoral Lead, in providing a positive lead to the development of students, setting the tone, promoting identity and attitude
- To assist and support the cohort of students in designated year groups
- To act as an additional resource to support students in their learning, by acting as coach, trainer, developer and motivator
- To provide emotional support
- To assist in the provision of PSHE activities, within and outside school
- To work with all outside agencies, parents and carers in supporting students' learning
- To liaise with subject and pastoral staff when student issues arise which might indicate support is required
- To work in liaison with the Senior Pastoral Lead in planning strategies to resolve subject-specific needs of individual students

- To assist in the management and administration of major events for students
- Liaise with Academic Leads of year groups
- Work with the SEN department in supporting students
- Assist in the preparation of and take part in activities, including assemblies
- Undertake the administration of attendance data when required, working with the Attendance Officer, alerting tutors and the Senior Pastoral Lead to students causing concern

Other Accountabilities:

- To undertake First Aid Training and be willing to provide first aid services in school for both students and staff
- To participate in the school appraisal process

General Accountabilities for all support staff:

- To undertake other support duties such as may be agreed from time to time
- Evaluate and improve own practice and take responsibility for personal professional development, maintain and update personal IT expertise to exploit the capabilities of the administration IT network
- Be committed to safeguarding and promoting the welfare of children and young people and follow the safeguarding policy





- To be aware of and comply with policies and procedures relating to child protection, health and safety, security and confidentiality, reporting all concerns to an appropriate person
- To contribute to overall ethos, work and vision statement of the school
- To undertake broadly similar duties commensurate with the level of the post as required by the Headteacher

Personal Attributes:

Supporting teachers and students

- Acknowledges and appreciates the needs of others
- Understands how support staff contribute to raising achievement
- Acts courteously and attentively at all times; shows initiative and urgency in problem-solving
- Motivates and acts as a role model
- Relates well to young people

Output of effective work

- Produces error-free work at or above average pace

Flexibility

- Responds willingly to varying demands of pace and to new approaches to work
- Can and does work in more than one area of the department

Dependability

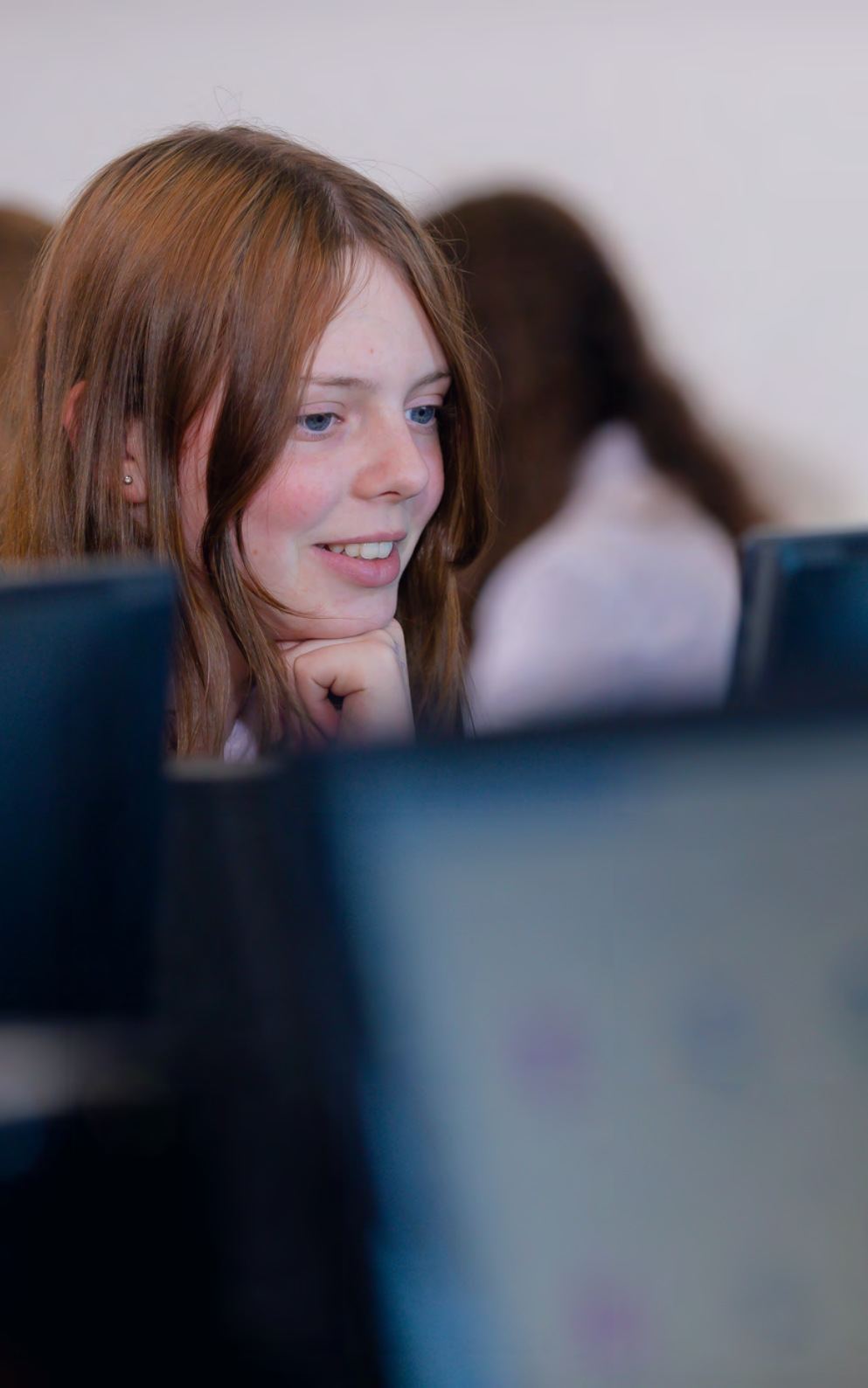
- Produces result, working without additional supervision
- Carries out work without prompting
- Displays integrity

Energy and enthusiasm

- Shows effective energy levels throughout the day
- Shows enthusiasm for work
- Welcomes challenge
- Thinks positively



Person Specification



Ability to learn quickly

- Learns, remembers and uses new information and skills
- Displays an open enquiring mind

Ability to think clearly

- Gets to grips with an issue and generates ideas
- Makes an effective decision quickly and takes a balanced view

Ability to get on with/lead others

- Shows an understanding of others' points of view
- Accepts and acts on constructive criticism
- Manages conflict constructively
- Works willingly within a team
- Liaises effectively with external agencies

Spoken communication

- Speaks clearly, concisely and does not use jargon
- Uses the telephone effectively

The purpose of this job and person specification is to indicate the general level of responsibility of the post. It is pointed out that the detailed duties may vary from time to time without changing the general character or level of responsibility entailed. There may be the need to provide assistance or undertake such other duties as may be reasonably assigned by the Headteacher or designated deputy.

- Applications for this post must be made via Kent-Teach
- Applications must be made by midday on Friday 21st April 2023
- Interview dates TBC
- For further details please visit the school website or e-mail Mrs Elaine Wall (H.R. Manager) ewall@langton.kent.sch.uk



Working at our school

Simon Langton Girls' Grammar School holds a deep-seated belief in education and lifelong learning. Effective collaboration, mutual support and professional challenge will underpin our ethos, to ensure that all children and adults are given every opportunity to fulfil their potential and succeed in life.

At Simon Langton Girls' Grammar School we have pledged our commitment to the DfE Wellbeing Charter, declaring our support for and to a set of commitments, to protect, promote and enhance the wellbeing and mental health of everyone.

We can offer you:

- Local Government Pension Scheme for support staff – with a generous employer contribution
- Teachers Pension Scheme for teaching staff – with a generous employer contribution
- Commitment to the School Teachers Pay terms and conditions for teaching staff (STPCD) and the KCC Blue Book terms and conditions for support staff
- Access to the Educational Support Line – offering practical and emotional support
- Access to a Cycle to Work Scheme
- Kent Rewards Scheme – local and national retailer discounts
- Additional holiday entitlement for 5 years + service (for support staff)
- Access to annual flu vaccination programme
- Ample onsite parking
- Friendly, supportive colleagues
- A supportive induction programme
- Continuous professional development and training to support the development of your skills
- To be part of a team that is passionate about delivering expertise and best practice to empower all our students



Working at our school



Equal Opportunities:

We are committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work part-time positions.

Our recruitment process:

Applications will only be accepted from candidates completing the appropriate application form via Kent-Teach.com., or where used, other platforms. Please ensure you complete all sections of the form which are applicable to you as clearly and fully as possible.

Once the post has closed an interview panel will conduct the shortlisting process. Candidates are selected for interview based entirely on the contents of their application form; it is therefore important that you read all documentation provided alongside the advert prior to completing the form.

Once the shorting process has been completed, candidates who have been selected for interview will be informed. Once they have accepted the invitation to interview, they will be provided with full details of the interview programme. Candidates not selected for interview will be informed via email.

All candidates invited to interview will be required to complete a self-disclosure form and will be subject to an online search check. Please note the online search check will not form part of the shortlisting process and all candidates will be provided the opportunity to address any issues of concern that are identified when at interview.

All candidates who are invited to interview must bring the following original documents on the day of interview:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or photo driving licence
- Documentary proof of current name and address

- Where appropriate, documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

Offer of post will be made to the successful candidate as soon as possible, all unsuccessful candidate will be informed by email as soon as possible. All offers of employment will be conditional upon a number of formalities, including, but not restricted to:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks
- Verification of qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment

