



LEIGH
Academies Trust

Job Pack

Pastoral Support Officer
Leigh Academy Bearsted

Introduction

Thank you for your interest in joining Leigh Academies Trust. This job pack is designed to give you a deeper understanding of who we are, what we stand for, and what you can expect as a valued member of our team.

Inside, you'll find key details about our Trust, the academy where the role is based, and the position itself. We've also included insights into our culture, values, and the many benefits of working with us. Whether you're an experienced educator or just beginning your journey in education, we hope this pack helps you see how your goals align with ours.

We're excited to learn more about you and we hope this pack helps you decide if this is the right opportunity for your next career step.

For further information and support on our hiring processes, please view our [Careers Page](#).

For any questions? Contact us on:
joinus@latrust.org.uk | 01634 412 263



Welcome from our CEO



Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £200m. Our Ofsted track record is impressive. Currently, 56% of our academies are considered to be “Outstanding” whilst inspected as part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a “warm strict” approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region’s biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our [Vision 2030](#), available on our website.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE
CHIEF EXECUTIVE



Our Benefits

At Leigh Academies Trust, we believe that our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package designed to support your wellbeing, reward your contribution, and help you thrive both professionally and personally.

From continuous professional development and career progression opportunities to flexible working arrangements, health and wellbeing support, and exclusive staff discounts - you'll find that working with us is about more than just a job.

Explore our full range of benefits here: latcareers.org.uk/benefits

Our Mission: *Education for a better world*

At Leigh Academies Trust, our vision is to transform lives through education. We strive to ensure that every young person - regardless of background - has access to an outstanding education and the opportunity to thrive in an ever-changing world.

We are guided by four core values that shape everything we do:

- **We care** – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- **We have boundless ambition** – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- **We work together** – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- **We keep getting better** – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

This shared vision unites our academies and teams, creating a strong, collaborative environment where staff and students can flourish.



Job Description

Job Title: Pastoral Support Officer

Reports to: Principal

Location: Leigh Academy Bearsted

Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Main purpose of role:

- To co-ordinate and manage the day to day liaison between the academy, parents, children and other agencies involved with vulnerable children, particularly social services.
- To work alongside the Designated Safeguarding Lead and to be fully aware of Child Protection issues.
- To be the channel of communication between SLT. and Social Services for children who are classed as Children in Need or Child Protection.
- To keep staff fully informed of any issues that may affect children in their care.

Key Responsibilities:

- Provide weekly briefing sessions with SLT to discuss individual children and families
- To attend all CHiN, Child Protection and Core Group meetings involving children from the school
- Involvement in Early Intervention meetings and manage some of the referrals.
- Coordinate any appropriate intervention to children and families that has been identified during meetings
- Be responsible for the communication of child / family issues to be passed to appropriate staff for CP and CHiN children
- To work with the Designated Safeguarding Lead and to be trained and qualified to the same standard
- Regular liaison with the families of children known to Social Services to provide relevant information to the academy
- Share relevant information with Teachers and staff
- Management of all Child Protection and other records
- Monitoring the attendance and progress of identified vulnerable children and supporting them in the academy
- In conjunction with the Principal / Designated Safeguarding Lead make referrals to Social Services when deemed necessary
- Work with identified students and their parents/carers developing and implementing inclusive practices which enable the students to effectively access education

- Be a visible presence before the start of the academy day, and at break and lunchtimes. Support the supervision of students in key areas as needed
- Dealing with day to day low level behaviour using Academy procedures
- Addressing behaviour issues that arise at break and lunch time and appropriate follow-up. It will be expected that PSO break and lunch will be taken outside of the Academy scheduled break and lunchtimes
- Daily monitoring of individual/class reports and behaviour logs with analysis of patterns
- Establish regular communication links with parents/carers
- Undertake 'late arrival' duties
- Assist in the casual admission process.
- Support the work of designated members of the Academy and outside agencies with issues related to the inclusion of students including completing relevant section/submission of Early Help application
- Support parents/carers of identified students in accessing other relevant agencies and services
- Keep confidential and comprehensive records of all work undertaken
- Develop effective conflict resolution
- Attend meetings both in house, e.g. attendance/behaviour/inclusion team and external as applicable
- Provide SLT with daily record sheet updates of student behaviours and attendance
- Celebrate and reward student successes and achievements

Safeguarding of students and Duty of Care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.



The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.





Person Specification

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

For the role of Pastoral Support Officer, we would expect candidates to demonstrate:

Qualifications and Training

Essential

- Educated to GCSE level standard or equivalent (English and Maths A*-C grade or equivalent).
- Level 3 Qualification in Early Years

Desirable:

- Training or expertise in specific intervention strategies (e.g., early years phonics, early reading, numeracy support).

Experience

Essential:

- An interest in working with children, particularly those with diverse needs, and a willingness to learn about supporting them.

Desirable:

- Experience in a similar role or school setting.
- Experience working with children who have special educational needs.
- Experience supporting individuals or small groups of primary pupils.

Knowledge and Understanding

Essential:

- Basic knowledge of Special Educational Needs and Disabilities (SEND) and other barriers to learning, including ASD, Visual Impairments, Physical Disabilities, and Mental Health.
- Understanding of basic first aid principles.
- Awareness of safeguarding and child protection procedures.

Desirable:

- Understanding of child development and learning processes.
- Knowledge of strategies for promoting positive behaviour in a primary school environment.
- Familiarity with the National Curriculum for primary education.

Skills and Abilities

Essential:

- Ability to work constructively as part of a team.



- Excellent communication and interpersonal skills, with the ability to build positive relationships with children and adults.
- A desire to make a difference to the lives of young people.
- Ability to work proactively within the ethos of the Academy.
- Good written and oral communication skills.
- Sensitivity and understanding, with active listening skills.
- Patience and the ability to remain calm in stressful situations.
- Basic proficiency in using technology such as computers, video equipment, and photocopiers, with the ability to develop skills further.
- Ability to respond appropriately to the needs of children.

Desirable:

- Ability to adapt teaching methods and materials to meet individual learning styles.
- Strong organisational skills.
- Ability to work independently when required.

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy.



Apply

We're delighted that you're considering joining Leigh Academies Trust. To apply for this opportunity, please submit your online application via the job advert on our [current vacancies page](#).

We recommend taking the time to review the job description and person specification in order to also tailor your application to show how your skills and experience align with the role.

You'll need to have the following ready when applying:

- Personal details/contact information
- An up-to-date CV and/or personal statement
- Employment and education history
- Contact details for a minimum of 2 references

Join our Talent Network

If this is not quite the right opportunity for you, but you would like to stay in touch, you can join one of our Talent Networks today by [clicking here](#).

A member of the Recruitment Team will be in touch to help find the right role for you!

