



Pastoral Leader

Campsmount Academy





Recruitment Information Pack

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July 2024

Dear Applicant,

Thank you for your interest in this exciting position of Deputy Designated Safeguarding Lead, at Campsmount Academy. The successful candidate will have the opportunity to have a positive impact on many young people's lives. Within this application pack you will find a job description and person specification, as well as information on the Academy and how to apply. I would strongly encourage you to visit our Academy website on www.campsmount.com and our twitter account @CampsmountAcad, to see up to date information on life at Campsmount.

The successful applicant will be assured of a well-considered induction to the academy and support for your own professional development. We are looking for a person who is fully committed to making a difference, who has energy and determination, and wants to be part of a school where all staff work relentlessly to ensure that all students achieve their full potential.

'[At Campsmount] A new culture of respect, tolerance and ambition has been established. Pupils consistently behave well and show pride in their appearance and in their work. Pupils have good relationships with staff, and they are keen to learn.' (OFSTED, 2023).

Campsmount is a happy, ambitious, inspirational and inclusive place where students and staff enjoy learning together. We learn through clear coaching models and inquiry, and many staff take advantage of our aspiring leaders programme, various NPQs and even Associate Assistant Principal secondments. These are just some examples of professional development features that enable use to reach of vision form staff and students; 'Creating the best version of you today, for success tomorrow.' This vision is built on our four core values of Ambition, Responsibility, Integrity and Pride.

We hope that you feel Campsmount will be the right school for you, and you intend to apply for the role. We believe that it is a great place to work and that you will find this role rewarding and enjoyable.

Yours faithfully,



Ian Midgley
Principal

Ian Midgley Principal
Email: cwalsh@campsmount.com
www.campsmount.com

Our Vision:
'Truly great students in truly great schools'



Pastoral Leader

Introduction to Campsmount

Campsmount is situated in the village of Norton, approximately 10 miles North of Doncaster on the border of West and North Yorkshire and with easy access to both the A1 and the M62. Our catchment area includes Norton and the ex-mining communities of Askern and Campsall, with students also travelling from more rural communities in North, West and South Yorkshire.

Our Academy benefits from a very attractive site which comprises excellent sports facilities, including floodlit all weather courts. In 2012, we moved into our superb new building that provides outstanding facilities for staff and students.

Campsmount is an Academy within Leger Education Trust. We are committed to providing a high quality education for students, regardless of ability, and we offer a wide range of learning experiences that will inspire, engage and motivate all learners, leading to success and achievement.

As an Academy, we are committed to becoming a 'truly great school' in every aspect and we believe that quality teaching first will ensure students make excellent progress. We pride ourselves on the atmosphere and ethos around the Academy. Our expectations of our students and also ourselves are high, and as a result we are looking for a particular individual who can meet these expectations.



Trust Visions and Values

Our Vision

Truly great students in truly great schools

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them to thrive.

Our Vision

Truly great students in truly great schools

Our vision is simple... we want to nurture all our students to be amazing young people who are ready to thrive and shape our world. Through excellent teaching, leadership, governance and parental support we will achieve this together and, as a result, have schools of which we can all be proud.

A truly great student in our Trust embodies each of our four values; they take pride in their actions, have high ambitions for themselves and others, take responsibility and demonstrate integrity in everything they do.

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them all to thrive

To achieve our vision, we will provide all students in all our academies with a high-quality learning experience, every lesson, every day, which focuses on developing their unique character. The Trust culture will ensure that students are happy, safe, positive and the needs of every individual are met.

All students will have a voice in their education and their future. This experience will foster independence, a sense of community and an appreciation of sustainability and the environment in which they live.



Pride

We are the champions of our students, our Trust and our people

We do our best at all times and present ourselves positively and respectfully. We promote everything that is great, celebrate our schools and we believe in the contribution of every individual



Ambition

We challenge ourselves to innovate and do better every day

We set the highest of standards for ourselves and others and we are outward facing and life long learners. We genuinely show that we want the best for all and are always eager to embrace self development and improvement



Integrity

We operate with honesty, transparency, and serve our community

We have a clear moral awareness and appreciation of how our actions impact on those around us. We care for each other and promote altruistic behaviours



Responsibility

We act responsibly, take ownership for our actions and care for each other

We know how to achieve our goals and demonstrate the initiative and independence to reach them. We embrace challenges and persevere when things get difficult. We become role models for others whilst valuing and celebrating diversity



The Application Process

Further details about Campsmount Academy can be found on the school website: www.campsmount.com and also the twitter feed @CampsmountAcad

To complete an application please click on the link below (this will open up an online form via the 'My New Term' website):

<https://mynewterm.com/jobs/138116/EDV-2024-CA-16067>

A telephone call will be made to shortlisted candidates, followed by an email detailing the interview process.

If you have not heard from us within 2 weeks of the closing date, please assume your application has been unsuccessful.

Written references will be sought on all short-listed candidates before interview.

Closing Date: Friday 12th July 2024 at 09.00

Interviews will be held week commencing 15th July 2024

*We reserve the right to close advertisements early. Advertisements will therefore close at noon, either on the advertised closing date, or the day the decision has been taken to close the advertisement early.



Pastoral Leader

Salary Scale: Grade 7

Role Type: Full Time Permanent – 37 hours per week, Term Time plus 2 days

Required from: September 2024

Campsmount is a successful 11-18 Academy situated in a semi-rural area on the outskirts of Doncaster and benefits from an attractive site and fantastic modern facilities. The Academy has moved from a Single Academy in 2018 to a Sponsor Multi Academy Trust with currently five individual Academies and a clear growth plan.

Required from September 2024, the Academy Local Governing Body are seeking to appoint an enthusiastic and experienced Pastoral Leader. The successful applicant will be responsible for contributing to the Campsmount approach to standards of behaviour, expectations and build positive relationships within the school. They must be committed to working in a cohesive, supportive and forward thinking team of colleagues, who share the ambitious vision to continue to raise and transform standards.


The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

For further details and application form please visit the vacancies page of our Academy Website;
www.campsmount.com

Application forms must be received by the closing date of:

Friday 12th July 2024 at 09.00





Job Title:	Pastoral Leader
Grade of Post:	Grade 7
Hours of Work:	37 hours (term time plus 2 days)
Responsible to:	Pastoral Manager/Assistant Headteacher
Location:	Campsmount Academy

Required from September 2024, we are seeking to appoint an enthusiastic, motivated and flexible individual to join our Pastoral Team.

The successful applicant will be responsible for contributing to the Campsmount approach to standards of behaviour, expectations and build positive relationships within the school. They must be committed to working in a cohesive, supportive and forward thinking team of colleagues, who share the ambitious vision to continue to raise and transform standards.

The primary function of this role is to support the education, supervision and care for students by promoting high standards of behaviour and supporting their welfare, removing any barriers to learning.

Please find attached the job description for the role.

Main Duties

- To reinforce positive behaviours for learning and good attendance.
- Secure a positive climate for learning, by supporting and monitoring the personal and social development of each student which will secure high standards of learning and achievement for all students.
- Establish, develop and maintain relationships with school staff and other agencies in order to examine joint issues experienced by children which might prevent them from making good academic progress and address them proactively.
- Work with the pastoral manager and progress leader to regularly analyse behaviour data relating to the performance of the year group and identify individuals and cohorts of students that need intervention or support and implement strategies in addressing this.
- Work with the pastoral manager, progress teams and senior leadership to ensure students follow a suitable pathway that addresses their specific needs and contribute towards students personalised support plans.
- Raise the importance of academic progress within the school and community by working to develop procedures to celebrate students' success and reward students' progress.
- Working with the team of form tutors to monitor, assess and support the students behaviour.
- Liaising with the Heads of Faculty and other Middle Leaders to maintain high quality of behaviours for learning, ATL to support the student outcomes across the Year Group.



- Monitoring attendance, punctuality, and attitude to learning, removing any of these barriers effectively and liaising with other appropriate outside agencies and internal support.
 - Getting to know all students as well as possible and keeping in regular contact with parents of students.
 - Contributing to the 'High Profile' supervision
 - To maintain robust record keeping of all students in a timely manner.
 - The consistent and effective implementation of school policies and practices to ensure that the quality of education meets the needs of all students and raises standards of achievement.
 - Use the Behaviour Management Policy with its positive rewards system to create a culture of praise.
 - To deliver targeted interventions to improve student's well-being and behaviour.
 - Supporting meetings such as reintegration meetings, providing relevant feedback on students when required
 - Plan, conduct and support interventions that support teaching and learning of positive conduct in the academy.
 - Ensure strict confidentiality in all areas of work.
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- To comply with the Academy's Child Safeguarding Procedures, including regular liaison with the Academy's Designated Child Safeguarding Person over any safeguarding issues or concerns and the lead of the Early Help process where necessary.

Conditions of Employment:

- These duties are neither exclusive nor exhaustive and the post holder may be required to undertake other duties and responsibilities without changing the general character of the post in order to meet the needs of the organisation.
- The post holder is required to support and have professional regard for the school's ethos and its objectives, policies and procedures as agreed by the Governing body.
- The post holder's duties must be carried out in compliance with Equal Opportunities and Health and Safety at Work requirements.

Leger Education Trust will require the appointed candidate to gain satisfactory relevant background checks in accordance with safer recruitment guidelines; this will include an Enhanced (with Barred) Disclosure check.



PERSON SPECIFICATION PASTORAL LEADER	Essential	Desirable	How Assessed
Qualifications			
Good standard of education including literacy and numeracy qualifications	✓		Application form/Certificates
4 GCSEs (grade C or above) or equivalent including English and Maths	✓		Application form/Certificates
Experience			
Experience of working in an education setting with children of secondary school age	✓		Application form/interview
Evidence of advisory/guiding/negotiating and persuasive skills necessary to communicate complex information both orally and in writing	✓		Application form/interview
Evidence of good teamwork skills and ability to work co-operatively with teachers, parents and other agencies	✓		Application form/interview
Good working knowledge of Microsoft Office Software packages	✓		Application form/interview
Working knowledge of SIMS school management information system or similar	✓		Application form/interview
Knowledge, Skills and Abilities			
Efficient and effective organisational skills	✓		Application form/interview
Ability to contribute to assessment, monitoring and review of student progress	✓		Application form/interview
Awareness of requirements in respect of Inclusion, Child Protection, Health and Safety, Equal Opportunities, Confidentiality and Data Protection	✓		Application form/interview
Ability to work positively and effectively with young people	✓		Application form/interview
Willingness to be flexible in adapting the role to suit the needs of the individual student, small groups or the school	✓		Application form/interview
Respect for confidentiality of information concerning individual students and ability to use discretion in circumstances of disclosure	✓		Application form/interview
Good skills of listening, questioning and reflection	✓		Application form/interview
Proven written and oral communication skills	✓		Application form/interview
Ability to contribute to assessment, monitoring and review of student progress	✓		Application form/interview
A flexible approach to undertake a variety of duties within the school	✓		Application form/interview
Ability to support challenging behaviour as part of the High Profile team	✓		Application form/interview



Ability to work as part of a team and on own initiative	✓		Application form/interview
Excellent communication skills, both written and oral and a high standard of written and spoken English	✓		Application form/interview
Ability to work under pressure and meet tight deadlines	✓		Application form/interview
A high level of interpersonal skills with the ability to maintain a positive profile with students, staff and parents	✓		Application form/interview
Efficient and effective organisational skills	✓		Application form/interview
Willing to undertake training and development	✓		Application form/interview
A commitment to safeguard and promote the welfare of students	✓		Application form/interview

This job description may be amended at any time following discussion between the Principal and member of staff, and will be reviewed annually. Employees will be expected to comply with any reasonable request to undertake work of a similar level that is not specified in this job description.

