



RECRUITMENT PACK

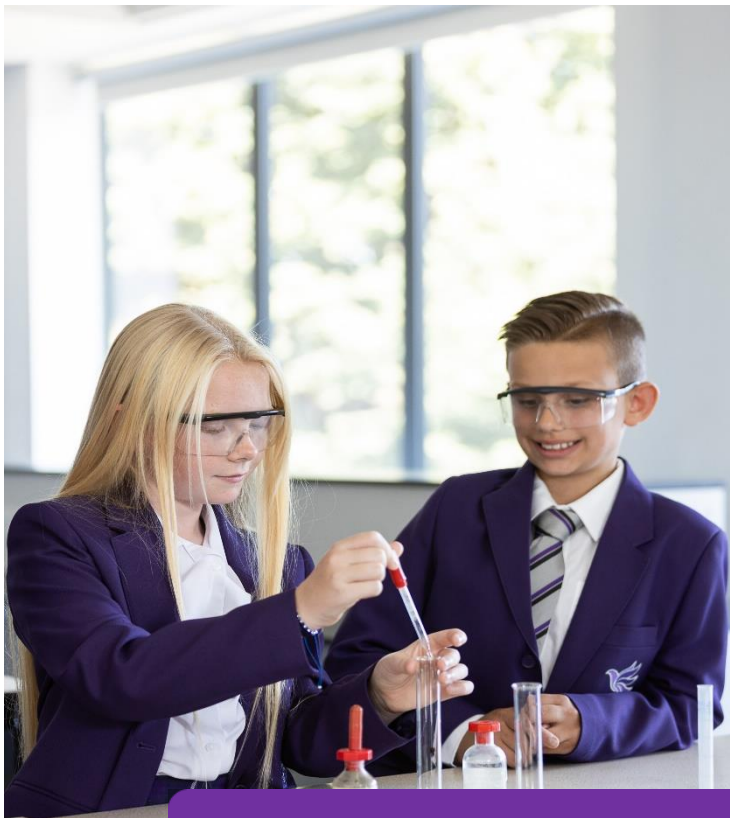
Pastoral Lead

Salary Range:

MPR / UPR + TLR 2c (£8,279)



PROUD TO BE PART OF
ALL SAINTS
Multi Academy Trust



“Teachers have high expectations of what pupils and students should achieve. They care about pupils and help them to do their best.”

Ofsted December 2022



“Pupils at this school, including those in the sixth form, benefit from a broad and ambitious curriculum”
Ofsted December 2022

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LETTER FROM OUR CEO

Thank you for your interest in a position within the All Saints Multi Academy Trust.

All Saints Multi Academy Trust is at an exciting time in its development and is committed to its mission of ensuring that all young people achieve and are successful.

All Saints Multi Academy Trust is a joint Catholic and Church of England trust with our Christian values driving all decision making, always in the best interests of our children and young people.

You will be joining a values driven, inspirational and ambitious organisation, so we are looking for an Outstanding candidate who can provide the highest quality of service to the Academy of St. Nicholas and the Trust.

You will be committed to supporting our Christian and educational vision, providing strong leadership and supporting colleagues in ways which bring out their potential.

Ultimately you will ensure that the best possible outcomes for our people are achieved.

Yours faithfully



**Heather
Duggan CEO**

LETTER FROM THE HEADTEACHER

Thank you for your interest in a position within the Academy of St Nicholas. We have pleasure in enclosing this information pack, which we hope you will find useful in deciding whether to apply for a role within our Academy.

We are very much aware that a decision to apply for a position is a two-way process; if appointed you will want to ensure that you are happy coming to work every day, that you are professionally challenged in your role and that you are prepared for the next stage in your career.

At the Academy of St Nicholas, we are determined that all members of our community “flourish & thrive” guided by our values of respect, ambition, resilience and compassion.

The aim of this pack is to provide you with the information you will need to make an informed decision, and we welcome visits and conversations with applicants before the closing date.

As an academy, we have been on an incredible journey of improvement, and we are very much aware that the people within our establishment are a key ingredient for its continued success.

We look forward to receiving your application.

Yours faithfully,



Mr G Lloyd
Headteacher

ACADEMY INFORMATION

The Academy of St. Nicholas is a unique joint Catholic and Church of England Academy at the heart of our local community and we are proud to be part of the All Saints Multi-Academy Trust.

We are blessed with state-of-the-art facilities which enable us to illuminate all aspects of education to the young people we serve.

The Academy of St Nicholas is an ambitious and progressive 11-18 Academy in Liverpool with approximately 950 students on roll.

The Academy is focused upon driving standards of achievement rapidly and this makes it a dynamic and exciting place to work.

The Academy of St Nicholas is committed to ensuring that every student makes the most of their potential, ensuring that every person within our community can flourish & thrive.

The Academy concentrates on providing the highest quality of teaching, with bespoke CPD for all staff to support this, the best possible student support, and the most appropriate and innovative curriculum.

Our Academy is part of the All Saints Multi Academy Trust. There is a trust wide commitment to improve, accelerate and enable ambitious life goals amongst all young people in our academies living out the core values of ASPIRATION, INCLUSION & SERVICE.

The successful candidate must share these values and have the skills, expertise, and determination to translate them into reality.

You will join an academy, a leadership team and a trust committed to your personal development with so that you can continue to grow as a professional.



OUR MISSION AND VALUES

Our Mission

Our mission is that the The Academy of St Nicholas equips all members of its learning community with the values, skills and attributes they will need for personal success and well-being in a multi-cultural society and global economy.

Our Values

The Academy of St Nicholas is a welcoming, calm and purposeful Academy where everyone feels valued, supported and challenged. Our Academy is a place where students' desire for learning and achievement is met by the passionate commitment of all the staff to the The Academy of St Nicholas



Respect



Ambition



Resilience



Compassion

APPLICATION AND INTERVIEW PROCESS

After the closing date, shortlisting will be conducted by a panel.

Please read the job description and person specification carefully before writing your application.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements such as current driving licence including a photograph and/or passport and/or full birth certificate
- Documentary proof of current name and address (i.e. utility bill, financial statement etc dated within the last three months)
- Where appropriate any documentation evidencing changes of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post

Please note that originals of the above are necessary.

Photocopies of certified copies are not sufficient.

References and Pre-Employment Checks

We will seek references for candidates who have been successful at shortlisting and have been invited for interview. We will seek references prior to attending for the interview. We may approach previous employers for information to verify experience or qualifications before interview. In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Conditional offer: Pre-employment Checks

Any offer to successful candidates will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Section 128 check
- Prohibition order
- Satisfactory DBS Disclosure and Barred List Check
- Verification of professional status such as QTS status, NPQH (where required)
- Completion of Employee Health Declaration
- Where the successful candidate has worked or been resident overseas in the previous ten years, such checks and confirmations as may be required in accordance with statutory guidance.

“Leaders have taken the school on a journey of improvement and remain ambitious for it.”

Ofsted December 2022



JOB VACANCY

Role: Pastoral Lead (Teaching)

Salary Range: MPR / UPR + TLR 2c

Contract: Full Time, Permanent

Start Date: 1st September 2025

Applications are invited for an enthusiastic and ambitious Teaching Pastoral Lead to join our team.

Successful applicants will teach a load of between 20-25 hours per fortnight, based on a 50 period per fortnight timetable.

Successful applicants will work alongside non-teaching Pastoral Managers to ensure the smooth daily operation of a year group.

Successful applicants will benefit from a dedicated office space from which Pastoral Leads for each Key Stage are based.

The structure for each year group is outlined below.

The Academy is part of the All Saints Multi Academy Trust. There is a trust wide commitment to improve, accelerate and enable ambitious life goals amongst all young people in our academies living out the core values of **ASPIRATION, INCLUSION & SERVICE**.

The successful candidate must share these values and have the skills, expertise, and determination to translate them into reality.

We are determined that the successful candidate will have:

- A passion for teaching within their trained subject discipline.
- Reliable evidence of very good to outstanding teaching with a focus on raising student achievement at KS3, KS4 and KS5.
- Impact on improving outcomes for a wide range of students.
- A passion for making a difference for young people in the city of Liverpool.

Closing date for applications: **Monday 24th February 2025**

Interview Date: **Friday 28th February 2025**

JOB DESCRIPTION

Ensure the effective development and delivery of assemblies.

Maintain a focus and overview of students' behaviour & attendance in the year group with a view to continual improvement and high achievements.

Maintain a focus and overview of students' rewards across the year group.

Monitor the effectiveness of interventions in place to support students across the year group.

Induct all new staff into the procedures and practice for the subject ensuring they know about expectations, resources, planning, record keeping, etc.

Liaise across phases and, as appropriate, with primary and secondary schools and outside agencies.

Maintain a good level of personal knowledge of current educational developments.

Promote parental engagement amongst the year group

Responsible for leading a team of Life Tutors

Provide positive and dynamic leadership of a year group by creating a supportive and innovative environment that encourages a culture of high performance.

Pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Academy's activities.

Maintain effective relationships with local, regional and national agencies, as appropriate.

Develop appropriate external relations with other senior professionals and to represent the Academy at external meetings, as required.

Report to the Deputy Headteacher (B&A) as required and chair any relevant subject working groups.

Participate in the Academy's appraisal process and engage in continuous professional development and networking to ensure that professional and strategic contributions are up to date.

Undertake Home Visits (occasionally) to support the welfare and wellbeing of students.

JOB DESCRIPTION

Maintain up-to-date knowledge of specific subject or phase areas.

Use a variety of learning and teaching strategies to deliver innovative and effective lessons at a pace and style that meets the needs of students of all abilities.

Have an up-to-date knowledge of national strategies to support effective teaching and learning.

Understand and integrate the use of new technologies into learning experiences to continually raise levels of achievement.

Plan lessons and extended learning opportunities thoroughly and in line with the Academy's curricular plans and schemes; ensure that learning objectives and desired outcomes are communicated to all students.

Adapt students' learning to take account of learning needs, appropriate challenge and preferred learning styles.

Make use of extended learning opportunities for use outside the Academy lessons.

Participate in the Academy's Quality Assurance programme and the agreed framework.

Work efficiently and creatively using the full range of resources available, including other adults.

Provide a positive learning climate within lessons to promote a strong and meaningful staff – student relationship.

Apply the agreed policies and ensure implementation in everyday life at the Academy.

Regularly assess and evaluate students' work and progress in relation to their prior attainment and to use data to further inform teaching plans.

Report students' progress within the Academy and for the benefit of parents and carers.

Support curriculum planning to ensure that learning and teaching remain active, relevant and responsive to change.

Maintain good order and behaviour for learning among students with particular regard for health and safety both on the Academy site and when engaged in authorised activities elsewhere.

Knowledge and Understanding	Essential (E)
	Desirable (D)
A relevant degree in your chosen specialism	E
QTS	E
An understanding of the relationship between your curriculum area and the wider curriculum	E
Wider pastoral experience in the role of a Form Tutor or similar	E
A secure knowledge and understanding of the issues associated with effective teaching.	E
An excellent knowledge and understanding of the National Curriculum Programme of study for the subject that you teach.	E
Evidence of continuing professional development in developing Behaviour for Learning strategies	E
Teaching & Learning	
Knows and understands the characteristics of high-quality teaching	E
Plans teaching to achieve incremental progression for all students	E
Can demonstrate sustained improvement and high standards of student learning and achievement	E
Experience of achieving good outcomes in at KS3 and KS4	D
Can set tasks that challenge and interest students	E
Has high expectations of students regarding the quality of the work that they produce	E
Can develop ICT skills through the teaching of chose subject area.	E
Sets learning objectives built on prior attainment that meet the needs of individual children	E
Uses assessment formatively to support teaching and student learning	E
Demonstrates exemplary marking and assesses practices that support students' learning and progress	E
Uses a range of teaching strategies aimed at meeting different learning styles and confidently uses ICT as a teaching method	E
Personal Attributes	
Is able to lead our commitment to our Christian ethos through the curriculum, the role of pastoral lead and day-to-day life at the Academy	E
Places the welfare and safety of children at the heart of his/her practice	E
Enjoys being with children, has a passion for education and for seeing young people learn, achieve and succeed in a positive, safe and enjoyable climate.	E
Is of a reflective, focused and determined disposition willing to promote change and innovation	E
Is committed, resilient, robust and resourceful	E
Has high aspirations for students beyond typical expectations	E
Demonstrates fairness, honesty, reliability and integrity in his/her existing practice and conduct	E
Demonstrates self-confidence in his/her ability to succeed, maintaining energy and enthusiasm in challenging situations	E



The Academy of St Nicholas

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Liverpool

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The Academy of St Nicholas is proud to be a member of the All Saints Multi Academy Trust.

All Saints Multi Academy Trust is the operating name for the The Liverpool Joint Catholic and Church of England Academies Trust (Company Number 07007398)

51 Horrocks Avenue, Liverpool, L19 5NY, England.



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