

Positive Regard Pastoral Specialist



Location:
Parkside School
Bradford

Salary:
£29,970 - £33,914.42
(actual salary)
(FTE £34,632 - £39,190)

Positive Regard is proud to be a part of the Wellspring Academy Trust. Wellspring is a values-driven Multi-Academy Trust committed to innovation and educational excellence. We are about empowering the Academies within the Trust to 'make a difference' to the pupils we serve.

The Positive Regard Pastoral Specialist is a key position based initially within Parkside School in Cullingworth, Bradford. The successful candidate will embark upon a development pathway and be given opportunities to support other schools within the trust and beyond. This pathway will continue over a three year period and include development in the following areas:

- ✓ Coaching & mentoring
- ✓ Strategic thinking
- ✓ Leadership & management
- ✓ Project planning & delivery
- ✓ School improvement
- ✓ Training & consultancy

They will report to the Parkside Leadership Team and the Head of Positive Regard. In their first year at Parkside school, which has recently joined the Trust, they will be responsible for the personal development and welfare of all pupils within the setting, enabling every child to leave school well equipped to lead a happy and successful life.

As a Positive Regard Pastoral Specialist, you will need to be a highly motivated, organised and flexible individual who can enable pupils to foster and maintain excellent learning habits, independence and resilience.

The successful candidate will drive forward the culture of the school and set expectations by modelling practice and embedding expert behaviour management strategies. They will need to be aware of the challenges that young people face and yet still command the highest aspirations for the pupils. They will also use, and be committed to, strategies that will ensure all pupils are given the very best opportunities to be successful in all areas of their lives.

We are looking for Pastoral colleagues with experience working with young people to secure excellent outcomes. We need someone who is able to develop and sustain strong routines; inspire pupils to engage widely across school and embed a culture of relational practice.

We are interested in hearing from people who:

- ✓ Are ambitious, committed and hold relational values.
- ✓ Understand the importance of a systematic approach.
- ✓ Have a positive attitude, strong work ethic, and are enthusiastic about making a difference to the lives of all children and young people.
- ✓ Possess an ability to forge strong relationships with young people and colleagues, which is integral to this work.
- ✓ Have mainstream secondary pastoral experience.
- ✓ Have experience in supporting a cultural shift.
- ✓ Be able to implement clear and consistent systems to keep our young people safe.
- ✓ Be ambitious and eager to embark on a development programme, which will provide the tools to deliver the highest standard of training and consultancy across the country.





Wellspring operates a community of thirty one schools in Yorkshire and Greater Lincolnshire. Parkside Secondary School is based in the village of Cullingworth on the edge of Bradford where it sits as a part of the local community. To find out more about Parkside [click here](#).

It is an extremely exciting time for Wellspring, with several pipeline academies and three new build free schools in development. The continual growth of the trust offers exciting pathways for ambitious and dynamic individuals who are determined to make a difference.

We value our people. Collegial working at all levels is central to our culture. High quality induction training and ongoing professional development support are guaranteed.

We welcome informal conversation with candidates, these can be arranged by contacting Steve Tighe s.tighe@wellspringacademies.org.uk.

Equality & Diversity / Safeguarding

Wellspring Academy Trust recognises that it has a statutory and moral duty towards safeguarding the welfare of children, young people and, if appropriate, vulnerable adults who participate in any Trust activities and expects all staff to share this commitment. An Enhanced DBS is required for this post. References and an online check will be requested prior to an interview. If you are currently living overseas or have lived / worked overseas in the last five years please be aware that you will be required to provide an overseas criminal records check from the country/countries you have resided in, if you are the preferred candidate for the post.

We are committed to equal opportunities and to promoting diversity. We want our people to reflect the diversity of our communities, and we welcome applications from people from all backgrounds, especially from under-represented groups, including those from Black, Asian and minority ethnic communities.

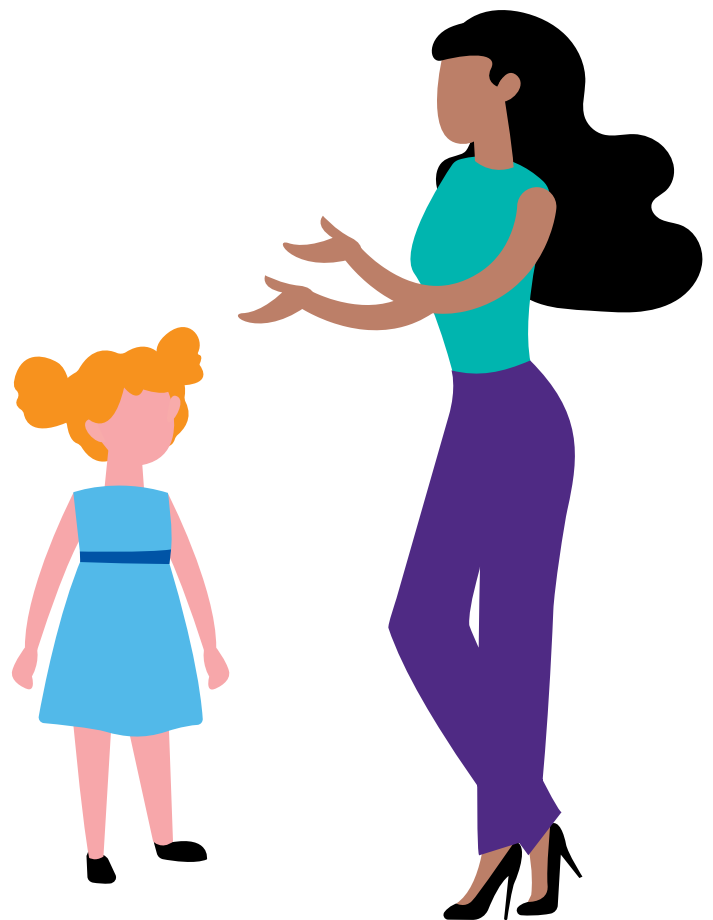
Job Description

Main duties will include:

- ✓ Develop staff expertise in relational practice to support schools through coaching, co-working and training.
- ✓ Assist with the review, development and implementation of individual plans.
- ✓ Establish productive working relationships with schools, modelling practice and ensuring high expectations.
- ✓ Work with Wellspring academy staff and Positive Regard clients to promote inclusive practice.
- ✓ Support groups of staff and individuals as agreed with Senior Leaders.
- ✓ Encourage networking and connected shared practice across Wellspring and Positive Regard.
- ✓ Provide feedback in a variety of ways to staff, in relation to practice and the development thereof.
- ✓ Work with senior staff to ensure support and intervention for students that are not working to a traditional timetable.
- ✓ Participate in the comprehensive assessments of pupils, to determine those in need of particular help.
- ✓ Work with Leaders and SENCOs to develop a comprehensive range of 1:1 mentoring arrangements and interventions for pupils.
- ✓ Work with staff to establish and develop appropriate learning environments which support students' needs.
- ✓ Work with all teachers and other staff in lesson planning, evaluating and adjusting lessons/work plans as appropriate.
- ✓ Support Leaders to provide objective and accurate feedback as required: to teachers on pupil engagement, behaviour, and other matters whilst ensuring the availability of appropriate evidence.
- ✓ Through modelling, promote and ensure health and safety; positive values and attitudes; good pupil behaviour. Support conflict and incidents in line with the established policy.

Work with Leaders and other staff to ensure consistency and quality in maintaining and updating records, information and data as agreed with school leaders. Contribute to reviews of systems/records as requested, and produce analysis and reports as required.

- ✓ Support staff to liaise sensitively and effectively with parents and carers as agreed with Senior Leaders.
- ✓ Contribute to the planning, development, and organisation of systems and procedures.
- ✓ To foster and maintain strong relationships with schools and leaders throughout and beyond the Wellspring Academy Trust.



Standard Duties in all Trust Job Description

- ✓ Show a commitment to diversity, equal opportunities and anti-discriminatory practices.
- ✓ Show a commitment to ensuring that children and young people learn in a safe environment.
- ✓ Participate in relevant and appropriate training and development as required.

Method of Working

Wellspring Academy Trust expects all staff to work effectively and cooperatively as part of a team, delivering high quality support. This requires dealing with people politely and tactfully, and in accordance with Trust guidelines, policies and procedures. Wellspring Team members are expected to respect confidentiality and safeguarding practices at all times.

Public Relations

Considerable importance is attached to the public relations aspect of our work. Members of the Team must project a positive image of the Trust at all times and through all activity.

About Positive Regard

Currently, we are sector leading experts in behaviour management, working with over 600 schools across England. We are recognised nationally for our inclusive approach and have successfully established a series of support services for schools. We are on a journey to transform the education experience for all, giving future generations the very best opportunity in life.

Our commercial offer is inspired by a clear social purpose; to transform education in England.

Positive Regard is more than a training and consultancy service. We put the individual needs of children at the heart of everything we do. The holistic services we offer are flexible and shaped entirely around the needs of the children and young people.

We are a national organisation who work with schools and children's services to bring about an empathetic culture of support through staff training, practice modelling and policy review.

Our offer includes behaviour, SEND, mental health and wellbeing services. Each service is tailored toward the specific needs of a school or establishment, where a bespoke package is created by our highly skilled Positive Regard specialists.

Settings can also access our credit packages which provide the flexibility to combine different programmes of Positive Regard training and support to meet their specific needs, whilst also considering cost efficiency.



Person Specification

Criteria	Essential / Desirable	How Identified
Education and Training		
GCSE English/Maths grade A to C or equivalent.	Essential	Application & Interview
Professional qualification - minimum NVQ Level 3 or equivalent in a related area eg. social care, education or health.	Essential	Application & Interview
Level 4 qualification.	Desirable	Application & Interview
Specific training in interventions/SEN/SEMH.	Desirable	Application & Interview
Positive Regard Level 4 Specialist Leader.	Desirable	Application & Interview
Team Teach Instructor.	Desirable	Application & Interview
Instructor/Teaching Qualification.	Desirable	Application & Interview
First Aid Trainer/instructor.	Desirable	Application & Interview
FAMH Trainer/instructor.	Desirable	Application & Interview
Makaton Trainer/Instructor.	Desirable	Application & Interview
Safeguarding Instructor/DSL.	Desirable	Application & Interview
Moving and Handling Trainer.	Desirable	Application & Interview
Rebound Trainer.	Desirable	Application & Interview
Engagement Model Trainer.	Desirable	Application & Interview
Commitment to all CPD offered.	Essential	Application & Interview
Experience		
Relevant experience in a school or similar setting.	Essential	Application & Interview
An understanding of context within mainstream and specialist provisions.	Essential	Application & Interview
Experience of working with children and young people with special educational needs and/or social, emotional, and mental health difficulties.	Essential	Application & Interview
Experience of working strategically with senior leaders.	Essential	Application & Interview
Experience of leading / delivering training in school.	Essential	Application & Interview
Experience of delivering training to groups.	Essential	Application & Interview
Experience of working within a commercial organisation.	Desirable	Application & Interview
Experience of middle leadership in education.	Essential	Application & Interview

Person Specification

Criteria	Essential / Desirable	How Identified
General and Specialist Knowledge		
Understanding of pupils with SEMH and SEND.	Essential	Interview
Working knowledge of teaching and learning.	Desirable	Interview
A broad understanding of mental health and wellbeing.	Desirable	Interview
Knowledge of child development and learning and the factors that affect a pupil's capacity to learn.	Essential	Application & Interview
An understanding of the impact of trauma.	Desirable	Interview
Detailed understanding about relational practice and the associated theories underpinning the approach.	Essential	Application & Interview
A thorough understanding of the range of multi-agency support required and available to pupils.	Essential	Application & Interview
A thorough working knowledge of relevant safeguarding, child protection, equality and health and safety policies, codes of practice and legislation.	Essential	Application & Interview
Strong coaching and mentoring skills along with the ability to facilitate difficult conversations.	Essential	Interview
Knowledge of the variety of tools used to assess children and young people's needs.	Essential	Interview
Working understanding of management information systems.	Essential	Interview
Confidence in supporting the development of risk assessment around specific needs and behaviour.	Essential	Interview
Skills and Abilities		
Ability to relate well to children and adults and to build positive relationships.	Essential	Application & Interview
Ability to work constructively as part of a team. Understanding roles and responsibilities and your own position within Positive Regard.	Essential	Interview
Confidence to challenge service leaders in order to identify solutions to help strengthen the service, in a collaborative, open, honest and professional manner.	Essential	Application & Interview & P
Effective communication skills, both verbal and written, in order to maintain accurate records and documentation and provide written reports as requested.	Essential	Application & Interview
Ability to maintain high levels of confidentiality.	Essential	Interview
Ability to use a variety of IT software including the maintaining and use of databases.	Essential	Application & Interview
Demonstrates a positive approach to leading others and supporting the team, with the ability to motivate others.	Essential	Interview
Additional Requirements		
Operate with the highest standards of personal and professional conduct and integrity .	Essential	Application & Interview
Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the trust and service.	Essential	Application & Interview
Willing to undertake training and continuous professional development in connection with the post.	Essential	Application & Interview
Work in accordance with the Trust's values and behaviours.	Essential	Application & Interview
Hold a full driving licence and be willing to undertake any travel in connection with the post.	Essential	Application & Interview



Positive Regard

Relationships Make The Difference

Applications

We welcome informal conversation with candidates, these can be arranged by contacting Steve Tighe s.tighe@wellspringacademies.org.uk

Post Title: Positive Regard Pastoral Specialist

Reporting to: Head of Positive Regard

Duration of Post: Permanent

Work Commitment: 39 weeks

Start Date: As soon as possible

Closing Date: 1st December 2023

Interview Date: 12th December 2023

Salary: £29,970 - £33,914.42 (actual salary)
(FTE £34,632 - £39,190)

Department: Positive Regard (Initially based at Parkside School, Bradford)

How to Apply

Completed application forms are to be sent to:
hr@wellspringacademies.org.uk

Equal Opportunities

All applicants should complete the Equal Opportunities form.

Please click link for further details

<http://bit.ly/WATEqualOpportunities>

Further Information

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