



**BUTTERSHAW BUSINESS &
ENTERPRISE COLLEGE**

bdot
**Bradford Diocesan
Academies Trust**

Application Pack

PASTORAL ADMINISTRATION ASSISTANT



Head of School – Ms R Hartley

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AMBITION



RESILIENCE



COURTESY



KINDNESS



**BUTTERSHAW BUSINESS &
ENTERPRISE COLLEGE**

CONTENTS

Welcome from the Head of School

About BBEC

About BDAT

The BDAT Employee Pledge

Making your Application

Job Description

Personnel Specification



AMBITION



RESILIENCE



COURTESY



KINDNESS

WELCOME

The governors, staff and students of Buttershaw Business and Enterprise College (BBEC) warmly welcome you to our guide for prospective applicants for the role of Pastoral Administration Assistant. We put the individual student at the heart of all our endeavours and we strive to ensure that every young person is safe, happy and successful. It is a real privilege to introduce our vibrant school to you.

The school has undergone change over recent years; these changes have resulted in greater success for our students. We are on a trajectory of rapid improvement. We believe students' education is not a dress rehearsal; they only get one chance and it is important that our school provides a safe, happy environment where our young people feel valued and can learn and fulfil their potential. At BBEC we understand the importance of great teaching and our students being successful academically, but as well as this we offer fantastic opportunities for children to develop skills and interests beyond the classroom. We believe this helps students have a fully rounded, exciting learning experience so that they can thrive and be prepared for adult life.

We are a truly comprehensive school and we welcome all children. We have a fantastic mix of students with different skills and talents. The breadth of our curriculum is designed to include a range of academic and innovative courses for all abilities, from the university bound to those with additional learning needs. We are truly proud of our inclusive approach and our commitment to see every child reach his or her potential. We expect all staff to work hard to ensure that we fulfil this aim.

At BBEC, we recognise that our staff are our biggest asset. We believe that our children deserve only the best quality staff so recruit carefully and invest in training to ensure continued improvement and an excellent quality of education.

Although we are a large school we work very hard to ensure we retain our community, family ethos. We strongly believe education is a partnership between school, students and parents and work hard to develop this partnership.

Ruth Hartley
Head of School



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ABOUT BBEC

Buttershaw Business & Enterprise College is an improving school. We are an ambitious, community-focused academy of just over 1400 students serving an area of social deprivation on the southern edge of Bradford and seven miles from Leeds. BBEC is popular locally and is rapidly becoming the school of choice for the community of Buttershaw; for the last three years we have been over-subscribed in Year 7.

BBEC has a cohesive, highly skilled and ambitious staff team who place student success at the heart of all they do. Many of our students face multiple challenges and it is through clarity of vision, professionalism and determined support for students and for each other that we are bringing about improvement. We have the highest expectations for all our students and expect that our staff teach to the very highest level. We have a rigorous approach to quality assurance and a significant commitment to Continuing Professional Development. Teachers have many opportunities to improve their teaching pedagogy and pedagogical subject knowledge and we expect them to make the most of these opportunities to ensure that the highest of standards are maintained.

BBEC is situated in a modern building. It has well-equipped departments that are arranged in suites of rooms. All teachers have a laptop, all classrooms are equipped with projectors and interactive whiteboards and all classrooms have access to student laptops.

All at BBEC are dedicated to raising the aspirations of our students and improving cultural capital through ambitious schemes of learning in all year groups and a varied offer of extra-curricular activities and opportunities. We run trips and visits to places in the UK and across the world, our students take place in a myriad of competitions and our CEIAG programme is exemplary. BBEC is unique in having five academies in Art and Design, STEM, Performing Arts, Sport and Enterprise, all of which aim to broaden the experiences and skills of our students.

BBEC is a harmonious community and the vast majority of our students are polite, pleasant and respectful.

This exciting role offers great opportunities for the successful candidate and a chance to make a difference to some wonderful young people.



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ABOUT BDAT

Buttershaw Business and Enterprise College is an academy within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

GENERAL INFORMATION AND BACKGROUND

Bradford Diocesan Academies Trust (BDAT) is a Multi-Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford, as part of the Diocese of Leeds. BDAT is a charity governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust's website at www.bdat-academies.org.

OUR MISSION STATEMENT

"The Trust's mission is to provide an education of the highest quality within the context of Christian belief and practice." We believe every child only has one chance at a good education. In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable our academies to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working.

OUR GROWTH

As of September 2019, the Trust has academy orders to support 17 Church and non-Church academies across Bradford. This includes four secondary academies (Immanuel College, Buttershaw Business and Enterprise College, Belle Vue Girls and Bradford Forster Academy) and 13 primary academies. We envisage we will continue to grow at a sustainable pace over the next few years, in line with the Government agenda that all schools will become academies by 2022, to a maximum size of approximately 20 schools. We believe this will mean we are big enough to achieve business economies of scale whilst being small enough to retain our family of schools approach where we truly able to know, understand and support each other.

OUR CHRISTIAN ETHOS

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the Academy, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England academies, as well as those within the faith.



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THE BDAT EMPLOYEE PLEDGE

Bradford Diocesan Academies Trust recognises that if our schools are to succeed, our teachers and school staff are our most valuable asset. As such we work hard to be an employer and the schools of choice in Bradford.

WE DO THIS BY:

- Relentlessly only recruiting the highest calibre of staff who share our aspiration and ambitions for our pupils to succeed;
- Developing our teams by talent spotting and rewarding our next generation of leaders
- Making sure BDAT is a good place to work so that retain and grow the expertise and skills of our people. Keep reading to find out more about our employee pledge which sets out what you can expect from us if you choose to join BDAT and what we will expect of you.

WE WILL OFFER YOU:

- Work in a values driven, student centred organisation where every child is supported to reach their academic potential and accomplish their individual goals. <http://www.bdat-academies.org/about-us/bdat-mission-statement/>
- The prospect of working for an increasingly successful and growing Trust which is committed to providing high quality education for all of its students and to be the schools of choice. www.bdat-academies.org
- A separate annual career development discussion with a senior leader resulting in a bespoke career development plan in addition to Performance Management.
- Assistance with career progression both within and outside the Trust
- A competitive employees' benefit scheme <http://www.bdat-academies.org/aboutus/employee-benefit-scheme/>

WE WILL PROVIDE YOU WITH THE OPPORTUNITY TO:

- Have a week's placement in one of the BDAT schools within the first two years
- Shape the curriculum developments in an ever-changing world
- Work with like-minded subject colleagues from the other trust schools
- Shadow colleagues both within the school and across BDAT



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THE BDAT EMPLOYEE PLEDGE (continued)

IN RETURN, WE EXPECT YOU:

To Model

- The values of BDAT and your school at all times
- Professional behaviours at all times

To Be

- A consistently good member of staff on a day to day basis
- Committed to ongoing professional development
- A team player and to adopt a 'can do' attitude

To

- Place safeguarding of students at the heart of the work
- Engage in constructive professional dialogue, giving and listening to feedback
- Contribute to the development of students and staff

Thank you for taking the time to read this information.



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MAKING YOUR APPLICATION

We hope that having read this pack you are inspired to apply for the post.

In order to apply, please complete the BDAT application form. The application form can be downloaded from the school website www.buttershaw.net under Staff/BBEC Current Vacancies.

At BBEC our first priority is keeping our young people safe. Safeguarding is at the heart of all we do, and we work hard to ensure that all of our students are safe at all times and know how to keep themselves safe in a variety of situations. BBEC makes decisions about the suitability of prospective employees based on checks and evidence including: criminal record checks (DBS checks), barred list checks and prohibition checks, together with references and interview information.

If you would like to speak to someone about the vacancy or to arrange to visit the school, please contact Anna Krywyszyn at Buttershaw Business and Enterprise College by email at alk@buttershaw.net.

Applications must be received by the closing date of 3pm on Tuesday 7 September.

INCLUSION

As a Trust we are an inclusive employer. We welcome applications from candidates of all backgrounds, faith, ethnicities or with any protected characteristics. We are simply looking for the very best candidate for the job and will assess your application only on the information in your written application or your performance at interview should you be successfully shortlisted.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, sexual orientation or disability. The person specification sets out the criteria used to assess candidates through the selection process.



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PASTORAL ADMINISTRATION ASSISTANT - JOB DESCRIPTION

Scale 3 SCP 5-6 (£16,280 - £16,979 actual salary)

37 hours per week TTO + 2 days

1. JOB PURPOSE

To assist in the provision of efficient administrative services to the school, predominantly to provide administrative support to the pastoral team

2. PRINCIPAL ACCOUNTABILITIES

General Admin

- Typing of letters, copy typing, setting up letter templates, report typing, mail merge documents.
- Monitoring late arrivals, maintaining student files, handling money, dealing with student queries, printing students' timetables.
- Assisting with the planning for school events.
- Collecting money for trips and acknowledging receipt.
- Photocopying, comb binding and laminating.

Support for the Pastoral Team

- Collating and recording the evidence to be used for the reward activities and sanctions for all year groups
- Ensuring that interventions with students are appropriately recorded
- Taking responsibility for ensuring that parents/carers are informed of rewards and sanctions
- Completing and distributing paperwork related to fixed term and permanent exclusions ensuring that paperwork is accurate and completed within deadlines.
- Setting up spreadsheets, changing/adding data to spreadsheets. Using formulae/filters.
- Producing reports from a variety of different information formats.
- Forwarding messages to staff, contact members of staff, general admin, contacting parents.
- Dealing with complex situations/queries.
- Attending and minuting Matrix meetings.
- Attending and minuting head of year meetings.

Alumni

- Keeping a database of student's names, contacts details and destinations. Maintaining and updating this list annually.
- Creating a mailing list of alumni to receive a copy of Buzz, which will have a "Where are they now?" page
- Creating and monitoring an official FB group, linked to BBEC Facebook for alumni.
- Liaising with the Head of Careers to maintain a 'display' in school of alumni destinations.
- As directed, sending requests for support, funding, invitations e.g. to BDAT Events, charities.
- Liaising with Head of Careers and Assistant Headteacher (Student Experience) to produce case studies of successes.
- Keeping a database of staff and their educational institutions and qualifications, possibly to be promoted at aspirations evenings.

Support for the School

- Ensuring effective communication in all aspects of the role.
- Being aware of and complying with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Being aware of and supporting difference and ensuring all students have equal access to opportunities to learn and develop.
- Contributing to the overall ethos/work/aims of the school.
- Appreciating and supporting the role of other professionals.
- Attending in and participating in relevant meetings as required.
- Participating in training and other learning activities and performance development as required.
- Assisting with the supervision of students on visits, trips and out of school activities as required and taking responsibility for a group under the supervision of the teacher.
- Supporting, upholding and contributing to the development of the school's Equality Policy and practice in respect of both employment issues and the delivery of services to the community.

PASTORAL ADMINISTRATION ASSISTANT - PERSONNEL SPECIFICATION

ATTRIBUTES	ESSENTIAL REQUIREMENTS	HOW IDENTIFIED
Qualifications	Good numeracy/literacy skills (grade 4 or above at GCSE or equivalent)	Application
Experience	Relevant experience of working in an office, including general clerical work Experience using SIMS in a school setting Experience working with young people aged 11-16	Application References Interview
Training	Evidence of relevant training or willingness to undertake such training	Application Interview
Knowledge, Skills and Ability	Ability to understand and carry out verbal and written instructions Ability to react constructively to student questions Ability to provide/meet deadlines Ability to keep simple records Knowledge of special educational needs, raising attainment and motivating students Keyboard skills; able to work with speed and precision Attention to detail/high level of accuracy Clear oral and written communication Ability to use Excel to record and manipulate information, including the use of basic formulae Ability to carry out intermediate tasks in Word, including: mail merge, basic letters, copy typing, report typing to a good standard Ability to deal with complex situations and information Ability to remain calm under pressure and to prioritise conflicting demands and pressures	Application Interview
Personal Circumstances	Must be legally entitled to work in the UK (Asylum & Immigration Act 1996) Able to satisfy the requirements of safeguarding recruitment checks in line with Keeping Children Safe in Education (2019) Must have the ability to be flexible and work to the requirements of a busy school Interest in the school's wider role in the community	Application Interview
Disposition and Attitude	A deep-felt desire to make a difference for young people. Demonstrating good co-operative, inter-personal and effective listening skills Demonstrating a commitment to working with children of the relevant age Willingness to participate in development and training opportunities Willingness to accompany school trips and visits as instructed Ability to recognise own training and development needs Approachable, courteous and able to present a positive image of the school to callers and visitors Willingness to carry out wide range of tasks. Ability to maintain confidentiality in matters relating to the school, its students, parents and carers Understands the importance of work/ life balance. Enthusiastic, flexible, team player who enjoys hard work and takes constructive criticism. Good oral and written communicator.	Application Interview References
Physical	Resilient Physically able to cope with the demands of a multi-level building	References Interview
Equality	A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.	Application Interview