



Dyson Perrins

CHURCH OF ENGLAND ACADEMY

LIFE IN ALL ITS FULLNESS

BRIEF FOR THE POSITION OF PASTORAL MANAGER - BEHAVIOUR RECOVERY



DYSON PERRINS CHURCH OF ENGLAND ACADEMY

Our Mission:

A Christian school which enables all students, regardless of beliefs, abilities or background, to reach their potential and flourish. 'Life in all its fullness' John 10:10.

Our Vision:

- To deliver academic excellence every day.
- To enable character development and personal growth.
- To provide extra-ordinary experiences that create life-long memories.
- To create a supportive and happy learning community with a sense of togetherness
- To work in effective partnerships to have a positive influence across our community.

Our School values:

Belief

Trust

Resilience

Challenge

Dear Applicant,

Thank you for showing an interest in joining Dyson Perrins.

This is an exciting opportunity and your contribution will help improve the life chances of our young people. Our students are wonderful and deserve the very best. You will join a supportive, committed and highly talented staff team who share high ambitions for our students. You will need to bring a sense of energy, a desire to continually improve and share our commitment to raising the achievement of every student. In return we will invest in your professional development and offer opportunities for further career development in the future.

"Pupils are happy and feel safe at this inclusive school. Staff have high expectations for pupils in all aspects of school life. This is reflected in their positive behaviour and their participation in all aspects of school life. Pupils' behaviour in and around school is calm and friendly." Ofsted, June 2023

Equality and diversity are important to us and we welcome applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race. Dyson Perrins is a Church of England Academy so applicants should be in sympathy with the aims and philosophy of a Church School and willing to lead through our Christian values of belief, trust, challenge and resilience.

I hope you have been inspired to apply and I look forward to reading your application. We are happy to offer informal visits to the school so please do get in contact with any questions, for a conversation about the post or to arrange a visit.

Best wishes with your application.

Mike Gunston
Headteacher



Dyson Perrins

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Pastoral Manager – Behaviour Recovery – Start date September - Fixed term contract until August 2027

15 hours, Two days per week, term time only (including TE Days)

Salary: FTE: £32,061 - £33,699 Pro Rata: £11,117 - £11,685

Grade: TA grade 4 (Negotiable for Qualified Teacher)

Our Behaviour Recovery Manager is a key role in our school's highly effective pastoral provision. We are seeking an experienced colleague with the skills to form positive relationships with students whilst maintaining high expectations of behaviour and engagement. You will lead the educational provision for students who are out of their timetabled lessons for short periods of time as well as providing the social and emotional support required to allow students to return to lessons as quickly as possible. The role requires collaborative working with staff across the school and regular communication with students' families.

You will need experience of working with young people who display challenging behaviours, whether that is in a school or similar setting. You will have a commitment to inclusion, the belief that every young person can succeed and the resilience to stick with them. The role suits a qualified teacher looking for a different role in school but full training and support will be given. Experience of working with young people with Special Educational Needs may also be advantageous. Ultimately, we are looking for a highly motivated professional with a desire to make a positive difference.

Visits to see the school and how our Behaviour Recovery provision operates are welcome.

Dyson Perrins is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Dyson Perrins carries out an online search as part of our due diligence of shortlisted candidates. References will be sought on shortlisted candidates before interview. If successful for this position you will be expected to apply for an Enhanced Disclosure from the Disclosure and Barring Service before appointment is confirmed

We strive to be an Employer of Choice and are committed to the wellbeing and development of our colleagues. You will join a supportive, warm and friendly community. We reserve the right to close this vacancy early if we receive suitable strong applications. If you are interested in working with us, please apply without delay.

For a confidential discussion about this post, more information or to arrange a visit, please contact our HR team.

Email: HR@dysonperrins.co.uk

Telephone: 01684 564751

Application forms can be found at MYNEWTERM or on our website using the following link.

<https://www.dysonperrins.worcs.sch.uk/about-us/work-for-us>

Thank you for your interest in Dyson Perrins Church of England Academy, We look forward to receiving your application form



JOB DESCRIPTION

Main Purposes of Role

To work collaboratively with the Year Leaders and the Pastoral Team to support students in Behaviour Recovery as part of the Schools Behaviour Policy.

Main Duties and Responsibilities:

- To take responsibility for the running of the Behaviour Recovery room.
- To support and implement the school's Behaviour Policy and appropriate relevant rewards and sanctions.
- To contribute to the design of the Behaviour Recovery curriculum and ensure this is delivered effectively.
- To organise and deliver the educational provision for each student by liaising with relevant staff.
- To coordinate additional internal support programmes for students such as anger management and peer mentoring.
- Organise and contribute to pastoral and reasonable adjustment support plan meetings and followup work, including advice to staff.
- To manage challenging behaviour of individual students
- To ensure effective restorative conversations take place between staff and students.
- To assess the needs of individual students and liaise with Senior Leaders, Year Leaders or SENDCo as required.
- To organise and supervise detentions as required.
- To contact parents and carers to build a positive relationship.
- Evaluate the interventions for each student and keep record of impact
- To manage students 'on report' within a specified group of students.
- To actively promote high attendance and lead intervention strategies.
- To support all staff in maintaining a positive learning environment.
- To act as a mentor to individuals and to monitor, review and report on the progress of such students.
- To maintain up to date records for students and to contribute to recording and reporting procedures.
- To demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English.
- To maintain confidentiality and integrity at all times.
- To be responsible for promoting and safeguarding the welfare of students at the school.
- To play an active role in supporting the Designated Safeguarding Lead in working with students identified as having specific safeguarding needs.
- To work with staff and outside agencies to effectively communicate safeguarding concerns and information appropriately.



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General Duties:

- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.
- To undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job.
- The post holder is required to contribute to and support the overall aims and ethos of the school. All staff are required to participate in training and other learning activities, and in performance management and development as required by the school's policies and procedures
- The post holder will be expected to observe safe working practices in carrying out the required duties and ensure that instructions specified by technical consultants, contractors and manufacturers are adhered to.

Notes

- The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the school.
- The job description is not a comprehensive definition of the post and you may be required to undertake such other tasks appropriate to the level of appointment as the line manager may reasonably require. It may be reviewed annually or earlier if necessary. You may discuss your job description with your line manager or the Headteacher at any arranged time.



Person Specification

Qualifications	Essential	
Studied to a minimum standard of GCSE (grade A*-C / 9-4) or equivalent in English and Maths	✓	
A Levels or equivalent qualifications		✓
Other relevant professional qualifications		✓
Knowledge of useful social strategies with young people		✓
Experience and Knowledge		
Experience of working with challenging young people	✓	
Experience of working in a school environment		✓
Understanding of interventions to support behaviour management and promote positive attitude to learning and behaviour		✓
Experience in managing intervention groups	✓	
Experience of Management Information Systems		✓
Personal and Professional Qualities and Attributes		
Excellent interpersonal and teamwork skills	✓	
Excellent communicator – sensitive, compassionate, empathetic and effective	✓	
Experience of providing group work interventions		✓
ICT skills (Sims, intermediate Word, Excel, PowerPoint, Gmail, Google Drive and Calendar)	✓	
Outstanding organisational skills	✓	
A willingness to become involved in all aspects of school life	✓	
Ability to adapt quickly to different situations and a good level of common sense	✓	
Experience of dealing with confidential issues	✓	
Commitment to working within the school's policies	✓	
Able to offer flexible and creative solutions	✓	
Ability to relate well to students, be an effective role model and motivate students to achieve success	✓	
Commitment to safeguarding all students and following the schools procedures	✓	
Be committed to high standards and expectations of all students	✓	



Staff Benefits:

- A supportive and caring community
- Excellent CPD opportunities and career progression/ Professional development of support staff
- Weekly one to one coaching for teaching staff
- Centralised behaviour systems
- Employer Contributions to Teachers Pension Scheme or Local Government Pension Scheme
- Employee Assistance Programme for free and confidential advice
- Family friendly working arrangements and policies
- Eye Care Voucher scheme / Annual Flu Vaccination
- Free parking
- Member of Dyson Perrins Staff Association
- Laptop available for staff for business use
- Mental health and well-being support

Our Commitment to Safeguarding:

Dyson Perrins Church of England Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

An offer of employment will be conditional until an Enhanced DBS and medical clearance have been received. References will include your most recent employer and may be sought prior to interview. Any offer of employment will be conditional on the receipt of at least two satisfactory references.





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