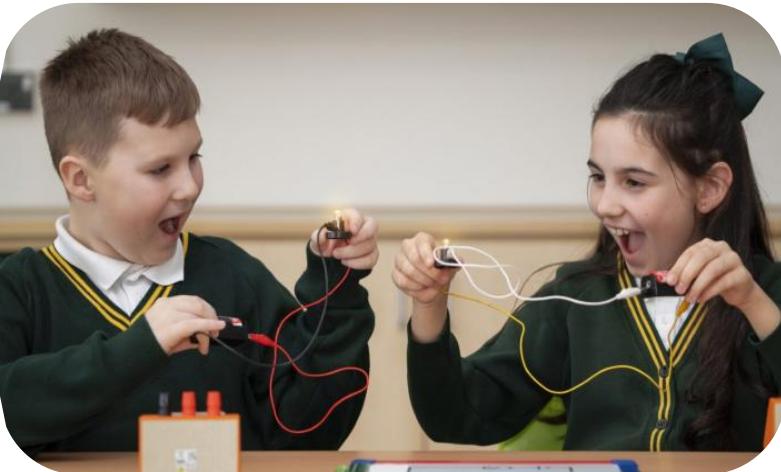




Eastbrook School

Part of the Barking Abbey Family



Eastbrook School

Part of the Barking Abbey Family

"If the teacher makes the weather, the school creates the climate."

Sir Tim Brighouse

Welcome

For me there are three simple things that I want us to achieve:

First, we believe in character education, which is delivered through all schools. Through this we instil the key habits needed for young people to be successful in life. It also pushes us to be the best in everything we do. Across our schools we have some of the best results in the area, we have students at the best universities, we have the most students on apprenticeships in the entire country, we have students on international scholarships and much more. We have all of this because we push our students and each other to try hard and be our best each and every day.

Second, I believe that if you can't see it you can't be it. We want to give our students the chance to see successful people of every religion, colour and background whilst they are at school. Whatever their dreams we want to support them and provide the networks and contacts to help them to achieve.

Lastly, we want our students to have a voice in the world. To be confident enough to express their views and also to have the knowledge to be able to make an effective contribution. The more you know, the more powerful you can be in the world.

The quote from Sir Tim Brighouse symbolises our approach to leadership. It is our role as a leadership team to create the best possible learning environment for our teachers to teach in. In return we expect the best possible teaching from them and our results show this over time. We have created systems and structures that support high quality learning while minimising workload and maximising impact.

Eastbrook is part of the Barking Abbey family and in joining our community you will be part of a group that educates nearly 5000 students with over 400 staff. We are well regarded with a fantastic reputation due to our supportive culture for staff, inclusive environments for students and excellent academic achievements at all levels.

If you think the way that we do and absolutely believe in the potential of all young people, then we can offer you the chance to make a difference and change our community. I look forward to receiving your application.

Kind regards,

Tony Roe



Executive Headteacher
Barking Abbey and Eastbrook Schools

Eastbrook School Part of the Barking Abbey Family



Eastbrook School

Part of the Barking Abbey Family

*"We are what we repeatedly do.
Excellence, therefore, is not an act, but a habit."*

Aristotle

Welcome

Thank you for expressing an interest in applying to work with us.

At Eastbrook secondary phase, all students are given the opportunity and platform to work, study hard and achieve in all aspects of the curriculum, in and outside of the classroom. We believe that all students should demonstrate good character in all aspects of their life and our curriculum is built around our **PROUD** habits: Principled, Resilient, Open, Understanding and Disciplined. We are a School of Character, which allows students to demonstrate these habits to offer a full and rounded educational experience.

We are very fortunate to have a very new school site, which offers some of the best teaching facilities in the area. Our learning spaces are second to none and include high quality science labs, professional level art and photography studios, the latest technology facilities, high spec music and drama facilities and equipment and multiple spacious sports halls, with professional equipment. All of which give students the best platform for high quality teaching and learning, where teachers are able to teach and learners are able to learn.

We have three key aims for all students that attend Eastbrook School:

- For all students to strive for **Excellence**.
- For all students to feel that they **Belong**.
- For all students to have the platform to **Succeed**.

To achieve these aims, we ask that all students are **PROUD**. **PROUD** of the work that they produce and the effort they put into their learning. **PROUD** of their achievements and that we have a culture of achievement where we celebrate the successes of others. And finally, but most importantly, that all students, staff and families are **PROUD TO BE** part of the Eastbrook and Barking Abbey family and community.

Eastbrook is an evolving and improving school. If you see potential in all young people and want to help harness and captivate the minds of eager and enthusiastic learners, we can offer you the chance to make a difference and improve our school for the better.

So, welcome once again to Eastbrook School and we look forward to you joining us and contributing to a community that you are **PROUD TO BE** part of.

Kind regards,

Jamie Gibson

Eastbrook Secondary School Headteacher
Barking Abbey and Eastbrook Schools



Eastbrook School

Part of the Barking Abbey Family

"One child, one teacher, one pen and one book can change the world."

Malala Yousafzai

Welcome

Thank you for expressing an interest in applying to work with us.

We believe that a truly outstanding school is one that enables all children to achieve their best.

One where academic attainment is high and the academic progress of individuals is maximised. It is a place where all children acquire the character virtues that lead to success in school and university, in work and life beyond.

We are looking for an outstanding individual to join us on our journey to becoming just such a school.

All staff play a fundamental role in helping students achieve academically, whilst developing their character strengths. You will role model commitment, hard work and good character, and strive to exemplify our core virtues: Curiosity, Perseverance, Teamwork, Gratitude, Kindness.

In return we commit to giving you the time, inspiration, support and coaching to flourish.

If this role matches your vision and you are excited by the possibility of joining our dynamic staff team, then we'd love to hear from you.

Kind regards,

Evan Hollows

**Eastbrook Primary School Headteacher
Barking Abbey and Eastbrook Schools**



JOB INFORMATION

Pastoral Lead

Start Date: As Soon As Possible

**Salary Scale: Scale 6 (Pt18-20, £35,520 - £36,585) Prorated salary range is likely to be approx. £28,864 - £29,729, (dependant on experience, weeks per year and continuous service).
Permeant, 35 Hours per week, term time only**

A fantastic opportunity has arisen for an inspirational Pastoral Lead to join us on our continued journey towards being exceptional.

Eastbrook School is an all-through school in Dagenham and we are looking to recruit a dedicated, compassionate and proactive Pastoral Lead to join our team, supporting pupils' wellbeing, behaviour, and personal development across the school.

The successful candidate will play a key role in promoting a positive school culture where every child feels valued, safe, and supported to succeed. They will work closely with pupils, staff, families and external agencies to provide early intervention and effective support for pupils experiencing social, emotional or behavioural challenges.

The role involves leading on aspects of pastoral care, attendance, and behaviour support, and contributing to the school's safeguarding and inclusion agenda. You must be an excellent communicator and a calm, consistent presence who builds positive relationships with children and families.

The successful candidate will:

- Have significant experience of working with children in an educational or pastoral setting
- Be able to demonstrate a strong understanding of behaviour management and child development.
- Be confident, empathetic and solution-focused in supporting pupils' wellbeing
- Be able to engage effectively with pupils, parents and carers to remove barriers to learning
- Have high expectations for all pupils and a commitment to inclusion
- Be well organised, resilient, and able to work effectively as part of a team
- Be committed to ongoing professional development

In return we offer:

- A Good school with a welcoming and supportive community.
- A student-centred, progress focused ethos.
- The opportunity to work with passionate, hardworking and supportive staff.
- A supportive and committed Leadership Team and Governing Body.
- A commitment to develop your skills through continued professional development.
- Purpose built specialist learning environment with industry level resources.
- A school which understands the importance of staff well-being and workload management.

Eastbrook is an all through school. Whilst staff may be primarily based in secondary or primary, there is an expectation that staff contribute to and work across all key stages. Eastbrook School is committed to safeguarding and promoting the welfare of children and is an Equal Opportunities Employer. This post is exempt from the Rehabilitation of Offenders Act 1974 and a comprehensive screening process, including Disclosure check, will be undertaken on all successful applicants.

JOB DESCRIPTION

Job Title:	Pastoral Lead
Grade:	Scale 6
Department:	Pastoral
Line Manager:	Behaviour and Standards Manager
Working Time:	8am to 4pm Monday to Friday, Term Time only (plus 10 additional days). A flexible approach to working hours will need to be offered due to the nature of this role

Purpose of the Role

Under the leadership of the Behaviour and Standards Manager, the Pastoral Lead takes responsibility for ensuring the highest standards of conduct and attitudes amongst all students.

Main Responsibilities

Through outstanding leadership and the maintenance of high quality systems, including monitoring and evaluating procedures, the Pastoral Lead will work to ensure that students adhere to school policy and expectations, and always demonstrate outstanding conduct including behaviour, uniform, punctuality and attendance.

The main objectives of the post are:

- Set clear expectations and promote the highest standards of behaviour across the school.
- To provide rapid and effective support to colleagues who experience challenging student behaviour.
- To support high quality interventions across the year group.
- Deliver high quality support to students experiencing an emotional or behavioural crisis.
- To be part of a dedicated team which triages and responds to behavioural incidents.
- To lead pastoral development and innovative practice.
- To conduct and complete mediation and restorative practice in the event of conflict.
- To be part of the School Safeguarding Team and respond appropriately to concerns.
- To oversee the running and management of the Pastoral Support Room, Relocation Room and Standards Room, plus any other provision to support behaviour and standards.
- To support the induction of all new students.
- To support all staff to ensure effective behaviour for learning, excellent attendance and punctuality and the monitoring of the school uniform.
- To support and work in partnership with colleagues in the development of whole school interventions.
- To support with all pupils including those who are the most vulnerable.
- To regularly communicate with and meet parents and carers.
- To build warm and caring relationships with students.

The above-mentioned duties are neither exclusive nor exhaustive and the post holder may be called upon to carry out such other appropriate duties as may be required by the Head Teacher.

PERSON SPECIFICATION

Qualifications and Training

Criteria	Essential	Desirable
Educated to Level 3 (A Level or equivalent) or above	<input checked="" type="checkbox"/>	
Evidence of continued professional development relevant to the post (e.g. behaviour management, safeguarding, mentoring, ELSA, Thrive, etc.)	<input checked="" type="checkbox"/>	
Qualification or training in working with children or young people (e.g. NVQ Level 3/4 in Supporting Teaching and Learning, Youth Work, Counselling)	<input checked="" type="checkbox"/>	
First Aid qualification		<input checked="" type="checkbox"/>
Safeguarding/Child Protection training (Level 2 or above)	<input checked="" type="checkbox"/>	
Further qualification in pastoral support, social work, counselling or education		<input checked="" type="checkbox"/>

Experience

Criteria	Essential	Desirable
Experience working with children in a school or educational setting	<input checked="" type="checkbox"/>	
Experience supporting children with emotional, social, or behavioural difficulties	<input checked="" type="checkbox"/>	
Experience of working effectively with parents and families to overcome barriers to learning	<input checked="" type="checkbox"/>	
Experience contributing to or leading multi-agency meetings (e.g. Team Around the Child, Early Help)	<input checked="" type="checkbox"/>	
Experience developing and implementing behaviour or support plans	<input checked="" type="checkbox"/>	
Experience of monitoring and evaluating interventions	<input checked="" type="checkbox"/>	
Experience delivering small group or one-to-one programmes to support wellbeing or social skills	<input checked="" type="checkbox"/>	
Experience supporting pupils with SEND	<input checked="" type="checkbox"/>	
Experience of leading or supervising other staff		<input checked="" type="checkbox"/>
Experience of running lunchtime/after-school activities or enrichment clubs		<input checked="" type="checkbox"/>

Knowledge & Criteria

Criteria	Essential	Desirable
Strong understanding of factors affecting children's emotional, social and behavioural development	<input checked="" type="checkbox"/>	
Knowledge of effective strategies for promoting positive behaviour and inclusion	<input checked="" type="checkbox"/>	
Understanding of safeguarding, child protection and confidentiality principles	<input checked="" type="checkbox"/>	
Awareness of local and national agencies that provide support for families and vulnerable children	<input checked="" type="checkbox"/>	
Understanding of the Thrive approach, ELSA, Lego Therapy or similar therapeutic approaches		<input checked="" type="checkbox"/>
Understanding of the challenges facing children in urban communities	<input checked="" type="checkbox"/>	



PERSON SPECIFICATION

Skills & Abilities

Criteria	Essential	Desirable
Ability to build positive, respectful and trusting relationships with children, families and colleagues	✓	
Excellent interpersonal and communication skills (oral and written)	✓	
Ability to work independently and as part of a team	✓	
Ability to manage challenging behaviour calmly and effectively	✓	
Good organisational and record-keeping skills	✓	
Ability to plan, deliver and evaluate interventions	✓	
Competent in the use of ICT and school management systems (e.g. Arbor, Edukey)	✓	
Ability to analyse data and prepare reports for senior leaders and governors	✓	

Personal Qualities

Criteria	Essential	Desirable
Warm, empathetic and approachable manner	✓	
Resilient and able to remain calm under pressure	✓	
High expectations for pupil behaviour and achievement	✓	
Committed to equality, diversity and inclusion	✓	
Reflective and committed to professional development	✓	
Flexible and willing to adapt to the changing needs of the school	✓	
A positive role model who demonstrates integrity, respect and care	✓	

EXPECTATIONS OF STAFF

In addition to the specific requirements of the advertised role, all members of staff are expected to adhere to the areas outlined below:

ALL STAFF

To promote the vision, culture and ethos of the school.

To help maintain excellent behaviour across the whole school.

To contribute to the effective working of the school.

Role model the school's **PROUD** values - Principled, Resilient, Open, Understanding and Disciplined.

Support the school's values and ethos by contributing to the development and implementation of policies, practices and procedures.

Help create a strong school community, characterised by excellent behaviour and caring, respectful relationships.

Help develop a culture and ethos that is committed to high academic achievement and the development of good character.

Undertake and, when required, deliver or be part of the appraisal system and relevant training and professional development.

Implement and adhere to Eastbrook School's Code of Conduct and safeguarding policies, ensuring the health and well-being of students is maintained at all times.

Undertake other various responsibilities as directed by the Headteacher.

TEACHING STAFF

To achieve the highest quality outcomes and standards of learning for all students.

Plan, prepare and teach engaging and effective lessons of the highest standard that motivate, inspire and develop students' skills, knowledge, character strengths and a love of learning.

Use regular assessments to set targets for students, monitor students' progress and respond accordingly to the results of such monitoring.

Develop and maintain high expectations of routines, behaviour and attainment for your classroom and the wider school.

Ensure that all students are on track to achieve at least nationally expected standards of attainment and, where this is not the case, intervene appropriately to address the identified gaps in learning.

Enrich the curriculum with extra-curricular activities and educational visits that reinforce learning.

Maintain regular and productive communication with students, parents, carers and colleagues.

Implement and promote Eastbrook School's Code of Conduct and safeguarding policies, ensuring the health and well-being of students is maintained at all times.

PERSONAL AND PROFESSIONAL QUALITIES

In addition to the specific requirements of the advertised role candidates will have:

An understanding of, and a commitment to, the vision and values of the school.

An understanding of how to establish and instil consistently high standards of behaviour and a culture of high achievement.

A genuine belief in the potential of every child to be skilled, knowledgeable and virtuous.

An appreciation of the value of data to identify weaknesses and inform continual improvement.

The drive and perseverance to continually reflect, evaluate, improve and learn.

Integrity and a willingness to take personal responsibility for their own actions.

Excellent organisational skills and ability to work effectively and efficiently with others.

A strong ethos of service and the desire to work collaboratively with partner stakeholders, agencies and peers, within and beyond the school.

Commitment to equality of opportunity and the safeguarding and welfare of all students.



VISION & APPROACH

Eastbrook is a happy, purposeful place where young people and adults enjoy learning together. We have a clear vision for the school that is based on a broad understanding of what success looks like for our students.



Our vision is for Eastbrook to be a school where academic attainment is high and the academic progress of individuals is maximised; a place where all young people acquire the character habits that lead to success in school and university, in work and life beyond.

To ensure this success we have developed a character and academics curriculum, offering an educational experience that stimulates an appetite for learning, and encourages and guides our students to achieve beyond their perceived potential.

We take an inclusive approach that maintains a focus on the well-being and progress of every young person. We provide a safe place for learning through the application of our positive behaviour system and we achieve better results by establishing a partnership between parents and teachers.

All the adults who work at the school are committed to this clear vision and are driven by our shared understanding of what success for our students looks like and how we achieve that success together.

To find out more, take a look at our website:

www.eastbrookschool.org

OUR COMMITMENT TO YOUR DEVELOPMENT

At Eastbrook we know that investing in you is an investment in our students' success.

The Senior Leadership Team at Eastbrook School highly values staff professional development, at all levels.

Weekly personal and professional development time provides the opportunity for staff to train, discuss ideas and collaborate with colleagues, as well as reflecting on your own and others' practice.

In addition, the school will support you in developing your specific talent and furthering your career. Whether you are interested in developing an area of expertise or whether you are interested in developing as a leader, we will support you in identifying the appropriate course.

At Eastbrook, you will be encouraged and supported to find and pursue your own development path, from professional qualifications such as the NPQ courses to academic qualifications, such as masters degrees.



RECRUITMENT TIMELINE

Closing Date:	Thursday 19th March 2026
Notification of Interview:	Friday 20th March 2026
Interview Date:	Thursday 26th March 2026
Visits to the School	Wednesday 18th March 4:00pm Please email office@eastbrookschool.org if you wish to visit the school.

SAFER RECRUITMENT

Eastbrook is committed to safeguarding and promoting the welfare of children and young people in our school. In order to meet this responsibility, our school follows a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail on request.



DISCLOSURE

Eastbrook requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

APPLICATION

Complete the application form and send it by email to Jobs@eastbrookschool.org or via TES.

SHORTLISTING

Only those candidates meeting the right criteria will be taken forward from application.

INTERVIEW

Shortlisted candidates will take part in an interview process that includes teaching a lesson and an interview. We will be assessing all candidates on their commitment to our values as well as their teaching ability and experience. During interview, candidates may be asked to address any discrepancies, anomalies or gaps in their application form.

REFERENCE CHECKING

As appropriate, references from your previous and current employer will be taken up following interview. Where necessary other previous employers may be contacted to gather further information.



ENCOURAGING DIVERSITY

Eastbrook School is committed to eliminating discrimination and encouraging diversity amongst our employees. Barking and Dagenham is one of the most diverse London boroughs. Our aim is that our workforce is representative of the people that live in the borough and that each employee feels respected and able to give their best.

To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.



SCHOOL INFORMATION



Eastbrook School is an Ofsted rated Good, all-through school in the London Borough of Barking and Dagenham and is part of the Barking Abbey family. Founded in 1933, Eastbrook has a well-established history of serving the local community, with many generations of families attending as students and even joining as staff. The primary school opened in 2016 and is growing in size year on year. The secondary school transferred into new, state of the art buildings in 2017, benefitting from purpose-built specialist learning environments with industry level resources.

VALUES AND VISION

Our curriculum is built around our Primary Virtues: **Curiosity, Perseverance, Teamwork, Gratitude, Kindness** and our Secondary **PROUD** habits: **Principled, Resilient, Open, Understanding and Disciplined**. We are a School of Character which allows students to build and demonstrate these habits through a full and rounded educational experience.

Eastbrook School promotes a student-centred, progress focused ethos within a welcoming and supportive community. At Eastbrook, we believe that a truly outstanding school is one that enables all students to achieve their best. One where academic attainment is high and the academic progress of individuals is maximised. It is a place where all students acquire the character habits that lead to success in school and university, in work and life beyond.

Contact Us:

Eastbrook School

Dagenham Road

Dagenham, Essex RM10 7UR

Tel: 020 3780 3609

Email: office@eastbrookschool.org

Getting Here:

Ample onsite parking is available.

The nearest tube station is Dagenham East on the District Line.

Bus routes 174 stopping outside and 103 nearby.

Staff deliver an inclusive and challenging curriculum, with regular and robust assessment, and outstanding pastoral care.

The proportion of students who speak English as an additional language or come from minority ethnic groups is high. The proportion of children who are eligible for the Pupil Premium is well above average. The Pupil Premium is additional funding given to schools for children in specific groups, including those in the care of the local authority and those known to be eligible for free school meals.