

## ***Pastoral vacancies at Springwell Leeds Academy – North Site***

### **CARE TEAM SCALE 4 (Point 7 - 11) Care Team – 37 HOURS (TTO + 5)**

**FTE SALARY £26,403- £28,142 (ACTUAL SALARY £22,680 - £24,174)**

**Nurture - Inspire- Achieve - Unconditional Positive Regard - Compassion - Learning - Teamwork - Resilience**

#### **Benefits of the role:**

- Working hours 8:30-16:00 Monday to Thursday and 8:30-3:30 on Friday, with pupils in attendance 9-2.30pm
- Desirable pension scheme
- Term time only plus 5 training days (11 non-working weeks per year)
- Previous school experience non-essential, if a commitment to development is clear and values align
- Excellent CPD programme and progression opportunities

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**Joining our Care Team is an incredible opportunity for someone with a big heart and a thick skin. It's less of a "job" and more of a mission to provide a second chance for kids who really need a champion.**

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Are you ready to be the turning point in a young person's life? We're looking for resilient, passionate individuals to join our care team. This isn't a standard classroom role: it's a hands-on, therapeutic position designed to help students with complex SEMH (Social, Emotional, and Mental Health) needs navigate their world.

#### **Why You'll Love This Role:**

- **Real Impact:** You'll provide "second chance" learning for children overcoming early life trauma and attachment needs.
- **Rapid Growth:** We don't expect you to be the "finished article." We invest heavily in you with high-level professional development and in-house training.
- **Career Trajectory:** As a growing Trust, we offer clear pathways to Care Team Leadership and system-wide behavioral support roles.
- **Expert Status:** Over time, you'll become a recognized expert in SEMH and a certified Team Teach trainer.

#### **What You'll Be Doing:**

- **Building Bridges:** Creating deep, trusting relationships through "unconditional positive regard" and relational play.
- **Regulation Mastery:** Helping students find their calm using personalised strategies and therapeutic language.
- **Team Support:** Working outside the classroom to ensure the environment stays safe and productive for everyone.
- **Active Engagement:** This is a high-energy role—you'll be on your feet, active, and trained to manage physical "Team Teach" incidents safely.

## Are You the One?

We want someone who is:

- **Empathetic:** You understand that behaviour is communication and attune to a child's needs.
- **Resilient:** You can handle challenging moments with a calm, professional mindset.
- **Curious:** You have a desire to research complex needs and find creative solutions.
- **Energetic:** You're ready for a physically demanding but emotionally rewarding workday.

Please click [here](#) to view a short video on what this role entails at Springwell Leeds Academy.

**To apply please submit an application through My New Term.**

**Your application should outline why you feel your experience makes you a strong applicant for this exciting opportunity.**

*Wellspring Academy Trust is committed to safeguarding and promoting the welfare of our pupils. All posts are offered subject to enhanced DBS checks. References will be requested and an online search carried out for shortlisted candidates, prior to attendance at interview.*

*Further pre-employment checks, including prohibition from teaching, childcare disqualification and section 128 checks, if deemed relevant for the role, will be completed for the successful candidate upon acceptance of 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.*

*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.*

*As you will be working with children, this post requires you to undertake regulated activity. It is an offence to seek to work in regulated activity with a group with which you are barred.*