



# PRINCE ALBERT COMMUNITY TRUST

PRIMARY RECRUITMENT PACK

**PASTORAL LEADER**



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# WELCOME FROM OUR CEO

Thank you for taking the time to consider a Pastoral Leader position at the PA Community Trust. As the CEO, I am reaching out to extend a warm welcome to you and share some of the reasons why working at PACT would be your best idea, ever!

I am blessed to be surrounded by some of the best but also nicest teachers and support staff the education system has to offer. Leaders are good at listening to their staff and the Trust retention figures are above national. Here are a few reasons why you should consider becoming a part of our team:



1. **Supportive Community:** Joining the PACT means becoming a part of a supportive and collaborative community. We understand that teaching can sometimes be challenging, and that's why we emphasise a culture of teamwork and mentorship. You will have access to resources, professional development opportunities, and a network of experienced educators and leaders who are passionate about making a difference. Our health care package ensures should you ever need medical support it is a phone call away. Leaders work hard to address workload and aim to ensure that staffs work/life balance is in a good place.
2. **Purpose-Driven Education:** At the heart of our vision is a commitment to delivering a purpose-driven education that goes beyond textbooks and exams. We believe in nurturing well-rounded individuals who are not just academically successful but also equipped with the skills and values necessary for success in the real world.
3. **Professional Growth Opportunities:** We are invested in your professional growth and development. As a member of our team, you will have access to ongoing training, workshops, and opportunities for career advancement. We believe in nurturing the potential of our educators, ensuring they have the tools and knowledge to excel in their roles.
4. **Student-Centric Focus:** Our students are at the centre of everything we do. We believe in creating an inclusive and diverse learning environment where every student feels valued and supported. As a teacher, you will play a crucial role in shaping the educational experiences that will have a lasting impact on the lives of our students.
5. **Innovation in Education:** As an organisation, we are committed to staying at the forefront of educational innovation. Our approach to teaching embraces modern methodologies, technology integration, and creative solutions to engage students in meaningful ways but not to the detriment of what we know already works well for our students. As a teacher at PACT, you'll have the opportunity to contribute to and shape practice.

Joining PACT is more than a job; it's a chance to be part of a community that is committed to making a positive impact on education and social justice. If you are ready to embark on a fulfilling journey, I invite you to explore the opportunities that await you here. Talk to our staff as they will share the real view of what it means to be a teacher at PACT.

Thank you for considering us as your next potential professional career step. We look forward to the possibility of welcoming you to our community and working together to inspire and educate the next generation.

Mrs P Sherlock-Lewis

# OUR PHILOSOPHY

We want our school leavers to have a strong sense of purpose and for them to understand that they can benefit from society but more importantly can be a benefit to society. We want our students to be hard working, ambitious and resilient. They will understand their rights and responsibilities as British citizens and their roles in improving their neighbourhoods and communities. They will have every opportunity to develop their emotional intelligence and decision making skills. They will develop an understanding of local, national and international issues and will have an awareness and understanding of their position as global citizens.

We have a fundamental and strongly held belief that our students have the potential to achieve the highest academic standards and to compete with high achieving students locally, nationally and internationally. We want to prepare our students for the very best opportunities the world has to offer. To make this possible we nurture excellent partnerships with leading universities and businesses. The success of our schools is built on the relationships we have with our families which is based on mutual trust and an understanding that we only want the very best for our students.

***'Our students have the potential to achieve the highest academic standards'***



# OUR VISION, AMBITION AND VALUES

## Vision

**Enable every student to succeed at school and in life**

## Ambition



**Exceptional pupil welfare**



**Exceptional people**



**Exceptional education**



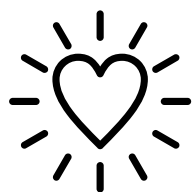
**Exceptional infrastructure**



**Sustainability**

## Values

**In all that we do we demonstrate:**



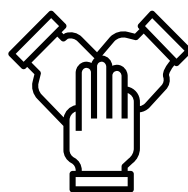
### PASSION

Inspiring a love of learning and being determined to make a difference.



### ASPIRATION

Wanting the very best for our pupils, our families, our communities and our staff.



### COLLABORATION

Working positively with each other, with parents and carers, other stakeholders and partners to achieve our goals.



### TRUST

Acting with integrity, being reliable and caring to create a safe and respectful environment for all to learn and work in.

# SAFEGUARDING POLICY

## CHILD SAFEGUARDING POLICY

At Prince Albert Community Trust we are committed to Safeguarding and Promoting the Welfare of all its students. Each students' welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with Special Educational Needs, those living in adverse circumstances.

We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world in a positive way. Whilst at PACT, their behaviour may be challenging, we will always take a considered and sensitive approach in order that we can support all our students.

**The Trust's Child Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust.**

Everyone in the education service shares an objective to help keep children and young people safe by contributing to:

- Providing a safe environment for children and young people to learn in education settings; and
- Identifying children and young people who are suffering or likely to suffer significant harm, and taking appropriate action with the aim of making sure they are kept safe both at home and in the education setting'

## KEEPING CHILDREN SAFE IN EDUCATION 2025

The Trust pays full regard to 'Keeping Children Safe in Education' guidance 2025. We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history, social media, and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and an Enhanced DBS check.

**Please visit each school's website by clicking on the images below for their full policy.**





# ROLE INFORMATION

**Post:** Pastoral Leader

**Salary:** Grade 4

**Responsible to:** Business Lead for Safeguarding, Director of Safeguarding and Heads of School

## JOB DESCRIPTION: PASTORAL LEADER

### Job Description:

Prince Albert Community Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment. This post is subject to safer recruitment measures, including a DBS check.

### Purpose of Post

- To lead on the implementation of Trust procedures and systems for safeguarding, attendance and behaviour.
- To line manage a team to provide quality mentoring provision to students.
- To actively participate and contribute to wider Trust strategic plans within the department.
- To develop, implement and monitor systems and policies for those students at risk and to ensure that appropriate in school and external agency support is available and utilised in an efficient way to meet students' needs.

### DUTIES AND RESPONSIBILITIES

- Provide support and advice to students in line with promoting their social care, personal and emotional development and overall wellbeing
- Oversee the effective resolution of behaviour incidents including communication with parents
- Lead on attendance and safeguarding home visits procedures
- Use assessment and attainment data to specifically target children whose attendance is impacting on progress and attainment
- Identify and adopt the most effective approaches for pupils who have poor attendance
- Where necessary, carry out formal procedures to hold families to account
- Keep up to date with research and practice relating to the role in order to improve provision for students
- Lead on early help provision for vulnerable students and families
- Lead on the implementation of student risk assessments, pastoral plans and maintain comprehensive records
- Take a lead in policies and procedures in relation to child protection and all aspects of safeguarding. Lead a team of Designated Senior Leaders, monitoring and responding to the teams practise
- Liaise with external agencies and be the first point of contact for Children's Services
- Attend case conferences and child in need meetings as required
- Contribute to the organisation of school events and programmes during and outside of school time and in relation to extended provision
- Contribute to whole staff, phase and year group meetings as requested, and respond to staff concerns, particularly those linked to attendance and behaviour
- Be the first point of contact for parents and be responsible for, and deal with issues when appropriate and refer to other staff for action if required
- Ensure contact is made with parents whenever there are concerns over attendance, behaviour or safeguarding (where applicable)
- Lead on early help and family plans, ensuring school staff carry out their actions in a timely manner
- Have an overview of trends and patterns of behaviour and plan accordingly to continuously improve whole school behaviour
- Produce reports for communication to students, parents, staff, senior leaders, Trust board member and Committee members, working to deadlines as appropriate
- Work in collaboration with the lead for Inclusion, ensuring there is effective joint up planning for the provision of SEND students
- Lead on Fast Track
- Dissemination of whole school information in relation to attendance data
- Carry out termly audits on all aspects of the pastoral department
- Ensure systems letters e.g. attendance, punctuality, behaviour are communicated with parents
- Use the early help process and be the lead for hardship fund applications
- Monitor levels of attendance and punctuality and implement policies and strategies to combat issues
- Contribute to Trust policies and procedures relating to attendance and punctuality, behaviour and safeguarding
- Lead on safeguarding assemblies for students
- Attend SLT meetings as requested
- Assist with on call duties if appropriate
- To assist in break/lunch supervision if required
- Work as part of the Trust pastoral senior leadership team
- Represent the school in a manner consistent with its ethos and values
- Contribute to school development through identified communication and consultation channels
- To respect the confidential nature of information relating to the school and students
- To ensure all tasks are carried out with regard to Health and Safety
- To adhere to the ethos of the school
- To promote the agreed visions and aims of the school
- To set an example of personal integrity and professionalism
- Attendance at appropriate staff meetings and parents evenings

## LEADERSHIP ACROSS THE TRUST

- Ensure that all policies and procedures are followed by yourself and staff working across the Trust
  - Engage purposefully in the Trust leadership developmental programmes
  - Be an exemplary and positive role model for other staff understanding that you are a leader of the Trust
  - Give your opinions and views willing to shape the direction of the Trust
  - Ensure that there is effective communication with other departments and schools across the Trust
  - Be willing and ready to help another departments if the need arises
  - Manage budgets effectively with the direction of the Head of School
  - Effectively support and hold to account staff within your department and other staff where the need arises
  - Ensure effective financial management and cost savings where ever possible
  - Be a proactive Health and Safety warrior ensuring that all school sites are safe at all times and if a situation arises that is not safe, resolve the situation and report to necessary staff
  - Take an active role and understand the Trust risk register, Trust strategic plan and all other action plans for the Trust where appropriate
  - Adopt a leadership style that encourages all staff, using coaching and effectively building professional relationships
- General

The post holder will be expected to contribute to the protection of children and vulnerable adults, as appropriate, in accordance with any agreed policies and/or guidelines, reporting any issues or concerns to their immediate line manager

## Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in Prince Albert Community Trust's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the Shared Staff Hub.

## Equality and Diversity

Prince Albert Community Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

## Training and Development

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

## Mobility

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Trust they may be required, in accordance with legitimate operational requirements and/or facilitating the avoidance of staffing reductions. This job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.



## PERSON SPECIFICATION: PASTORAL LEADER

CRITERIA	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Previous successful experience in working with children and young people</li> <li>• Previous experience of successfully leading a team</li> <li>• Proven organisational skills.</li> <li>• A good knowledge of school attendance and MIS systems</li> <li>• Experience of supporting individuals with challenging behaviour</li> <li>• Communicate at all levels both orally and in writing and to present information clearly</li> <li>• A good level of computer skills and an ability to create action plans and excel documents</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing a budget</li> <li>• Proven track record of excellent judgement in challenging, high-pressure situations</li> <li>• Experience in delivering training to groups</li> <li>• Understanding of the Fast track process</li> </ul>
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>• An understanding of equal opportunities</li> <li>• Excellent people skills and relationship management, able to develop good working relationships with staff, students and parents</li> <li>• Experience of analysing attendance data and identifying where further intervention is needed</li> <li>• Experience of working with a range of external agencies to support students</li> <li>• Experience of working with families to improve attendance · including carrying out home visits</li> <li>• Experience of working within the · Child Protection Framework</li> <li>• Experience of working within the early help framework</li> <li>• Have proven ability to effectively work with students from varying backgrounds and needs</li> </ul>	<ul style="list-style-type: none"> <li>• Work effectively as part of a team</li> <li>• Keep information confidential · multi-task, be highly organised, efficient and manage time effectively working to tight deadlines</li> <li>• The ability to work effectively with external agencies</li> <li>• To work without supervision</li> <li>• Ability to lead on staff training and development</li> <li>• The ability to plan interventions and identify supportive provision for students referred for mentoring</li> <li>• Able to monitor and track the effectiveness of systems and procedures being followed and respond accordingly</li> <li>• Lead on new developments and initiatives</li> <li>• Work on own initiative and make decisions</li> </ul>

## PERSON SPECIFICATION: PASTORAL LEADER

CRITERIA	ESSENTIAL	DESIRABLE
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>• Have proven ability to establish good working relationships with staff and the wider community</li> <li>• Able to work proactively on own initiative and effectively as part of a team</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to respond calmly and proportionately in demanding circumstances</li> <li>• Prioritise own workload and support the team to be organised</li> <li>• Ability to write and update policies</li> </ul>
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>• Willingness to undertake relevant training</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid at Work Certificate</li> </ul>
<b>EDUCATION/ QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• A good standard of English and Maths</li> <li>• Appropriate level of qualification and/or extensive relevant experience</li> </ul>	
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Commitment to equal opportunities</li> <li>• Knowledge of the education system</li> <li>• Have personal impact and presence</li> <li>• Enthusiastic and hard working</li> <li>• Ability to be self-reflective</li> <li>• Commitment to put the safety and well-being of children first at all times</li> </ul>	
<b>CONTRADICATION</b>	<ul style="list-style-type: none"> <li>• Criminal convictions involving offences against children</li> </ul>	

# EXPLANATORY NOTES

Applications will only be accepted from candidates completing the **Trust's Application Form**. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will **not** be accepted in place of a completed Application Form.



## SAFEGUARDING CHILDREN AND YOUNG PEOPLE

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

- Candidates should be aware that all posts in Prince Albert Community Trust involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Please see the job description enclosed in this Application Pack for further details.
- Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.
- If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offence, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any investigation or disciplinary proceedings. If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.
- Where neither your current or previous employment has involved working with children, your current employer will be asked about your suitability to work with children, although it may be answered not applicable where it is appropriate; if your duties have not brought you into contact with children or young people for instance.



## INTERVIEW PROCESS

After the closing date, short listing will be conducted by a Panel. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

**All candidates invited to interview must bring the following documents:**



1. Documentary evidence of **right to work** in the UK



2. Documentary evidence of **identity** that will satisfy DBS requirements



3. Documentary proof of current **name** and **address**



4. Where appropriate any documentation evidencing **change of name**



5. Documents confirming any educational or professional **qualifications** that are necessary or relevant for the post

Please note that originals of the above are necessary, photocopies or certified copies are not sufficient. We will seek references on shortlisted candidates for Trust based positions and may approach previous employers for information to verify experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.



## CONDITIONAL OFFER: PRE-EMPLOYMENT CHECKS

**Any offer to a successful candidate will be conditional upon:**

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory Enhanced DBS Check
- Verification of professional status such as QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory online checks
- Satisfactory completion of the probationary period (where relevant)
- Where the successful candidate has worked, or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance



## HOW CAN I APPLY?

To apply for this role, please complete an online application form via the Trust's [Careers](#) page.

**Adverts Open**  
**19 December 2025**



**Shortlisting**  
**TBC**



**Deadline for Applications**  
**07 January 2026**



**Interviews**  
**TBC**

All candidates are required to complete an application via MyNewTerm. All applications will receive an email confirmation of receipt of application via MyNewTerm. The candidates selected for interview will be informed after shortlisting via MyNewTerm and full details of the interview programme will be provided. Candidates not successfully shortlisted will be updated via MyNewTerm.

Please note that PACT does not provide feedback to applicants who have not been shortlisted for a post.

The information supplied in your application, as well as any supporting documents provided at the interview stage, will be used as part of the PACT recruitment and selection process. All information is stored securely, and all data submitted by unsuccessful candidates will be destroyed responsibly after 6 months from the date of interview.

**WE RESERVE THE RIGHT TO WITHDRAW FROM THIS RECRUITMENT PROCESS AT ANY GIVEN POINT.**

## SPECIAL CONDITIONS OF EMPLOYMENT

### Rehabilitation of Offenders Act 1974



This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions, and reprimands being considered. Any arrests, convictions caution or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with Prince Albert Community Trust's Disciplinary Procedure.

### Health And Safety



The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in Prince Albert Community Trust's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

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# CONTACT US

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Prince Albert Community Trust



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