



Rebuilding Confidence. Restoring Futures.

Pastoral Support Worker

Help Young People Belong, Build Confidence and Achieve Growth

At The Sage School, we believe that every young person deserves to feel a sense of belonging, develop confidence in themselves and their abilities, and experience meaningful growth both academically and personally.

We are seeking a compassionate, proactive and resilient Pastoral Support Worker to join our growing team at The Sage School, our independent specialist school in March, Cambridgeshire.

This is a rewarding opportunity to make a genuine difference to the lives of young people who may have experienced barriers to education and who benefit from strong relationships, emotional support and personalised approaches to learning.

 **Location:** The Sage School, 19C Longhill Road, March, Cambridgeshire PE15 0BL

 **Position:** Permanent – Full-time

 **Start Date:** October 2026

 **Pay:** £26,200 - £30,200 (annually FTE) dependent on experience
£19,650 - £22,650 (annually actual) dependent on experience

About Us

The Sage School supports young people with Special Educational Needs and Disabilities (SEND), including autism, ADHD, anxiety-related needs and emotionally based school avoidance (EBSA).

Many of our pupils have experienced disrupted educational journeys and may arrive with reduced confidence, heightened anxiety or concerns about returning to formal education. They are often thoughtful, capable young people who thrive when they feel understood, supported and valued.

Our role is to help pupils rebuild trust in education, develop positive relationships and experience success in a nurturing environment.

Our values underpin everything we do:

- **Belonging** – Every pupil is valued, respected and supported to feel safe, connected and understood.
- **Confidence** – Supporting pupils to develop self-belief, resilience and independence.
- **Growth** – We nurture academic, social and emotional development, enabling pupils to achieve their potential and prepare for the future.

About the Role

As a Pastoral Support Worker, you will play a central role in helping pupils feel safe, connected and ready to learn.

You will work closely with pupils throughout the school day, providing emotional support, helping them manage anxieties, promoting positive wellbeing and acting as a trusted adult within the school community.

This role is particularly suited to someone who understands the importance of patience, consistency and relationship-building. You will often be supporting pupils through moments of uncertainty, helping them overcome barriers and celebrating the small but significant steps that lead to lasting progress.

Working alongside teachers, families and external professionals, you will help create an environment where every pupil can thrive.

Key Responsibilities

- Build positive, trusting relationships with pupils.
- Provide day-to-day pastoral and emotional support.
- Support pupils with transitions into school, lessons and new experiences.
- Deliver 1:1 or small group interventions linked to personal development, and physical and mental health.
- Help pupils develop confidence, resilience and independence.
- Promote positive attendance, engagement and participation in learning.
- Support pupils to identify and manage feelings of anxiety or worry.
- Work closely with teaching staff to ensure pupils can access learning successfully.
- Contribute to personalised support plans and wellbeing strategies.
- Liaise effectively with families and carers to support pupil wellbeing.
- Support breaktimes, enrichment activities and educational visits as required.
- Maintain accurate records of pastoral interventions and pupil progress.
- Uphold safeguarding procedures and contribute to a safe school environment.

About You

We are looking for someone who:

- Is passionate about supporting young people to succeed.
- Has experience working with young people, ideally within education, SEND, youth work, social care or pastoral support.
- Has experience of delivering 1:1 or small group interventions.
- Builds positive relationships quickly and naturally.
- Remains calm, patient and supportive during challenging situations.
- Understands the impact that anxiety, low confidence and unmet needs can have on learning and engagement.
- Is empathetic while maintaining high expectations and professional boundaries.
- Communicates effectively with pupils, families and colleagues.
- Shares our commitment to Belonging, Confidence and Growth.
- Is reflective, adaptable and committed to ongoing professional development.
- Has a strong commitment to safeguarding, inclusion and high expectations for all.
- Enthusiasm, motivation and ability to adapt to varying duties throughout the day.
- Creative and practical skills.

Desirable

- Experience supporting pupils with SEND.
- Knowledge of autism, ADHD and emotionally based school avoidance (EBSA).
- Experience within specialist education, alternative provision or pastoral settings.
- Training in mental health, wellbeing, safeguarding or youth support.
- Understanding of trauma-informed and relational approaches.

What We Offer

- The opportunity to make a meaningful difference every day.
- Small class sizes and a personalised approach to education.
- A supportive and values-driven team culture.
- Ongoing training and professional development opportunities.
- The chance to help shape a growing independent specialist school.
- A workplace where relationships, wellbeing and positive outcomes are genuinely prioritised.
- Work with colleagues who share a commitment to personalised education and relational practice.
- Competitive salary
- Flexible working hours

You will find further details on the role in the attached job description document.



Be the trusted adult who helps a young person believe they can succeed again.



Apply Today: Complete the application form on My New Term



Closing Date: Saturday 12th September 2026, 2pm. Interviews will take place on 15th September 2026.



Learn more at:

Website – www.thesageschool.co.uk

Facebook - <https://www.facebook.com/profile.php?id=61570279407000>

LinkedIn - <https://www.linkedin.com/company/sage-education-provision/>

Ofsted - <https://reports.ofsted.gov.uk/provider/27/152383>

The Sage School is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working with us in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture.

To ensure we recruit and retain the best talent, all new employees recruited will be subject to a 3 months' probation period at the start of their employment. This policy aims to assess new employees' alignment with our culture, teaching standards, and student needs. It is designed to foster success; with regular evaluations and support mechanisms in place, helping us to identify and nurture talent.

Applicants are thanked for their interest in The Sage School. We are unable to accept CVs.

If you require further details, would like an informal chat or visit the school before applying, please contact: Gemma Fulcher, Headteacher, The Sage School via email: gfulcher@thesageschool.co.uk or via telephone: 01354 572449