



THE  
**TURING**  
SCHOOL

**Pastoral Support Manager**  
INFORMATION





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Dear Applicant,

I am delighted that you are interested in becoming part of the team at The Turing School. The Turing School is a proudly comprehensive and fully inclusive school of approximately 540 students. There is a consistent approach to lesson planning, teaching and marking at the school and an explicit focus on differentiation and quality of work in books. At the heart of our vision for the school is a relentless drive to ensure that all pupils make good progress in every subject. Our curriculum is broad and balanced, offering courses to suit pupils of all abilities.

At The Turing School are committed to securing excellence in learning and progress for all students through exciting and stimulating teaching, and a rich curriculum which encourages a love of learning. We want all students to have high expectations of themselves and to develop as enthusiastic, creative and positive young people who display good personal, social, emotional and spiritual development. At The Turing School, we know all of our pupils and take the time to support and guide them towards targets and goals that are realistic and personalised.

We promote self confidence and belief, supporting students to face the challenges future life brings, alongside an awareness and understanding of the values of our society and other cultures. We seek to celebrate our pupils' talents and skills at every opportunity and are proud of what we achieve together as a school community. To achieve our vision, we place the recruitment, retention and professional development of excellent teachers as a top priority.

Our modern, well equipped building has excellent facilities offering an inspiring modern learning environment, with well resourced classroom spaces. The Turing School is part of a multi-academy trust focused on school improvement, collaboration and continuous learning.

The Turing School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check. As a school dedicated to the principle of equal opportunities, we aim to ensure that staff recruitment is fair and open to all regardless of age, social class, disability, religion, ethnic origin or sexual orientation within the context of a detailed person specification.

Kind regards

Sarah Doyle  
**Head of School**

Liza Leung  
**Executive Headteacher**



# JOB DESCRIPTION



**Job Title:** Pastoral Support Manager  
**Salary:** SAT 5  
**Responsible to:** Headteacher / Deputy Headteacher / Senior Assistant Headteacher.

## **Purpose of the Job:**

To support the enhancement and operation of the learning environment of the school, with a particular focus on the pastoral management of the students.

To support in the provision of a high-quality education for the students of the school.

## **Main duties and responsibilities (Accountabilities):**

With specific regard to the students in their care and with responsibility to the appropriate Principal / Vice Principle.

- To be the first referral point for pastoral issues concerning students in their Community and pass issues on to the relevant member of the team.
- To be either available to students in their office or on duty every break time and lunchtime.
- To be around the School during tutor time monitoring behaviour and other issues that may arise.
- A 30-minute unpaid lunch break to be taken at a convenient time.
- Parental meetings, up to return from exclusion meetings.
- Running Pastoral Support Programmes.
- In class, behavioural support where required, using 'hot spot list' to be proactive.
- Monitoring re-integration back into lessons after exclusions or return from Fixed Term Exclusion or Exclusion Room.
- Managing 'on report' forms.
- Attendance at meetings with external agencies, where appropriate.
- Managing Community Detention Programme.
- Record keeping.
- Managing emergency student referrals (behaviour support).
- Meet with Principals / Learning Leaders on a daily basis to review the needs of the Community.
- Encourage prompt arrival of students to lessons throughout the day.
- To liaise with other Pastoral Support Managers and support other Communities in difficult times.
- To support the management of team diaries.
- To use data from Brom Com to inform the day sheet and Community staff.
- To support school and community events such as Parents Evenings.

The duties / responsibilities of this post may vary from time to time according to the changing needs of the Trust services.



# PERSON SPECIFICATION



CRITERIA		ESSENTIAL/ DESIRABLE
Qualifications & Training	<ul style="list-style-type: none"> <li>A good general standard of education, with at least 5 GCSEs or equivalent, including English and Maths.</li> </ul>	E
	<ul style="list-style-type: none"> <li>Holder of a full driving licence.</li> </ul>	D
Experience of .....	<ul style="list-style-type: none"> <li>Experience of working with young people.</li> </ul>	E
	<ul style="list-style-type: none"> <li>Experience of working in a secondary school.</li> </ul>	D
	<ul style="list-style-type: none"> <li>Experience of liaising with external agencies.</li> </ul>	D
	<ul style="list-style-type: none"> <li>Experience of providing support services.</li> </ul>	D
Skills and Abilities	<ul style="list-style-type: none"> <li>Excellent communication skills, both written and verbal.</li> </ul>	E
	<ul style="list-style-type: none"> <li>Ability to communicate with children and adults alike.</li> </ul>	E
	<ul style="list-style-type: none"> <li>Ability to prioritise tasks and manage workload effectively.</li> </ul>	E
Knowledge	<ul style="list-style-type: none"> <li>Working knowledge of e-mail communication.</li> </ul>	E
	<ul style="list-style-type: none"> <li>IT literate, with a working knowledge of Microsoft Word.</li> </ul>	D
	<ul style="list-style-type: none"> <li>Ability to complete forms electronically.</li> </ul>	D
Personal qualities	<ul style="list-style-type: none"> <li>Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety.</li> </ul>	E
	<ul style="list-style-type: none"> <li>Enjoy working with young people.</li> </ul>	E
	<ul style="list-style-type: none"> <li>Able to work constructively, both as part of a team and individually.</li> </ul>	E
	<ul style="list-style-type: none"> <li>Confident, flexible and resilient.</li> </ul>	E
		E

## The Application Process

Applications will only be accepted from candidates completing the appropriate application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible.

Please note CVs will not be accepted in place of a completed application form.

Application forms can be found on the Kent-Teach website and all electronic application should be made via this route. Alternatively, completed forms can be sent by post to the following address:

Miss Gemma Sorrell-Fleet  
The Turing School  
Larkspur Drive,  
Eastbourne  
East Sussex  
BN23 8EJ

## The Shortlisting and Interview Process

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form.

After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within 10 working days of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or driving licence
- Documentary proof of current name and address
- Where appropriate any documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

## Conditional Offer

Any offer of employment will be conditional upon a number of formalities, including, but not restricted to the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment.



# OVERVIEW

Since its creation in September 2010, Swale Academies Trust has developed into one of the South East's leading Multi-Academy Trusts.

Our purpose is to develop good and outstanding schools and ensure the rapid improvement of schools with challenges.

As the Trust has grown and developed, we continue to ensure that effective school support and leadership is maintained. The Trust's approach to school improvement is based on a combination of CPD, capacity building and collaboration, with a relentless focus on teaching and pupil progress, in order to effect rapid and sustained improvements in outcomes for young people.

The Trust is an organisation which is driven by the belief that all children deserve a good quality education where they are seen as individuals and above all are exceptionally well cared for.

## Swale Academies Trust – Schools

### Primary

- Beaver Green Primary School, Ashford
- Istead Rise Primary School, Istead Rise
- James Dixon Primary School, Bromley
- Langney Primary Academy, Eastbourne
- Parkland Infant School, Eastbourne
- Parkland Junior School, Eastbourne
- Regis Manor Primary School, Sittingbourne
- Shinewater Primary School, Eastbourne
- South Borough Primary School, Maidstone
- Westlands Primary School, Sittingbourne



### Secondary

- Meopham Secondary School, Meopham
- Peacehaven Community School, Eastbourne
- The Eastbourne Academy, Eastbourne
- The Holmesdale School, Snodland
- The North School, Ashford
- The Sittingbourne School, Sittingbourne
- The Turing School, Eastbourne
- The Whitstable School, Whitstable
- Westlands Secondary School, Sittingbourne



### Central Support Services (based at Trust Head Office), Ashdown House, Sittingbourne

- Human Resource Team
- Finance Team
- ICT Team
- Building / Estate Management

# SWALE ACADEMIES TRUST SAFEGUARDING POSITION

## Introduction and Ethos

Swale Academies Trust is a community and all those directly connected (staff, governors, parents, families and pupils) have an essential role to play in making it safe and secure. All schools within the Trust recognise their moral and statutory responsibility to safeguard and promote the welfare of all children.

Trust Schools recognise the importance of providing an ethos and environment within school that will help children to feel safe, secure and respected; encourage them to talk openly; and enable them to feel confident that they will be listened to. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

The Trust core safeguarding principles are:

- It is a whole school responsibility to safeguard and promote the welfare of children
- All children (defined as those up to the age of 18) regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection
- All children have a right to be heard and to have their wishes and feelings taken into account
- All staff understand safe professional practice and adhere to our code of conduct and other associated policies
- All staff have a responsibility to recognise vulnerability in children and act on any concern in accordance with this guidance

There are four main elements to our safeguarding policy:

- Prevention (e.g. positive, supportive, safe school culture, curriculum and pastoral opportunities for children, safer recruitment procedures)
- Protection (by following the agreed procedures, ensuring all staff are trained and supported to respond appropriately and sensitively to safeguarding concerns)
- Support (for all pupils, parents and staff, and where appropriate specific intervention for those who may be at risk of harm)
- Working with parents and other agencies (to ensure appropriate communications and actions are undertaken)

The procedures contained in our policy apply to all staff and governors and are consistent with those of each school's local safeguarding boards.



## Retention of information

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

## Privacy Notice

Please refer to the Trust's Privacy Notice for job applicants for information about how we use any personal data about them we hold.

This can be downloaded here: <https://www.swale.at/page/?title=Privacy+Notice&pid=33>



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