



Olive Academies

# Pastoral Support Leader

OA-North View

- £27,961 – £29,820
- Local Government Pension Scheme
- OA benefits package

[Apply now](#)

To arrange an informal discussion or to visit us, please phone 01375 531661.

*Olive Academies is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. To this end, both an Enhanced Disclosure and Barring Service check and a Barred List check are required for this role. We particularly welcome applications from under-represented groups.*

# About OA-North View

OA-North View (OA-NoV) is a brand new SEMH independent school based in Tilbury. OA-NoV supports up to 30 learners, aged between 11 and 16, on roll with social, emotional and mental health needs.

Alongside our broad and balanced curriculum, we also offer bespoke support for our pupils' mental health and wellbeing and help for pupils to understand themselves and their emotions. We are driven by a fully-inclusive philosophy and we want to empower our learners to realise their full potential so that they can take their place successfully in the wider community. We:

- give pupils real-world experiences
- deliver outstanding learning and teaching
- offer rigorous and high-quality critique and feedback of pupils' work
- develop dynamic leadership – including staff and pupil leadership
- maintain a culture of respect
- create a pathway to post-16 education, employment or training

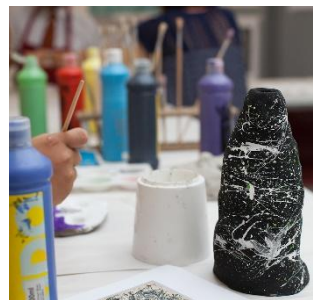
This is your chance to improve the education, and lives, of some of the most vulnerable children and young people in Tilbury, Essex.

If you have the experience and enthusiasm to make a lasting difference to the pupils we support, we would love to hear from you.

Thank you for your interest.

**Kerry Geary**

Head of School



"I have never worked anywhere like Olive. Staff work as a collective and there is so much support and enthusiasm to make THE difference. I see colleagues caring so much and they have a relentless drive to support students."

"The education we provide is so much more than a subject. For some of our young people we are the only constant trustworthy adult in their life."

"Knowing that we can make a difference to the pupils when they have been failed in other settings is hugely motivating. The look of pride of a 14 year old's face when he realises he can read is amazing and then hearing from others how this really has opened up a curriculum for him is something I had never experienced before."

"Everyone's ideas and experience is genuinely valued, no matter your role."

"I like having to think outside of the box and adapt my ways of working, whether that's teaching phonics whilst playing with small world or practising times tables when playing football! I enjoy every day at Olive."

# Job description

We are looking for an experienced Pastoral Support Leader who will:

- provide pastoral support for the young people within the school
- run interventions linked to positive engagement
- deliver to under-achieving KS3/KS4 students, including specific planned interventions
- work with parents and carers to support the development of the young people within the school
- work with the Senior Leadership Team to lead the school's pastoral approach and develop appropriate interventions and approaches
- support children and young people who have experienced difficulty in learning in mainstream school and help them develop the confidence, skills and knowledge to believe they can be successful in their own lives
- demonstrate the highest quality of teaching, learning and assessment
- inspire our students and share a genuine passion for learning
- be committed to tackling disadvantage and improving every student's wellbeing and life chances
- share our determination to develop and deliver a broad curriculum
- work closely with colleagues to produce high-quality learning resources and plan learning activities
- link lessons to the PSHRE curriculum, the world of work, British values, and SMSC where appropriate
- use student data to inform classroom practice and planning
- facilitate good progress and positive outcomes - inspire, motivate and challenge our students
- set expectations and maintain a positive and safe learning environment
- use the 'Dare to be Olive' approach to ensure that high expectations for behaviour are maintained
- act on child protection concerns immediately; read, understand, and implement OA's safeguarding policy and procedures, and Keeping Children Safe in Education
- be a role model for our students, showing leadership, resilience, and empathy
- work with parents, carers, local schools, and outside agencies to ensure each student's needs are best met
- fulfil wider professional responsibilities
- support the trust's values and ethos by contributing to the development and implementation of policies, practices, and procedures
- work closely with our head of school, staff, parents/carers and students to deliver our strategic vision and help make our ambitious plans for the school a reality

*Note: The duties above are neither exclusive nor exhaustive and the post holder may be required by the head of school to carry out appropriate duties within the context of the job, skills and grade.*

# Person specification

Measurements: A = Application, I = Interview, R = Reference, T = Task

## Qualifications and training

Level 2 Mathematics and English or equivalent	A	Essential
Evidence of CPD which enhances classroom practice and supporting young people with SEMH	A	Desirable

## Experience

Evidence of recent successful classroom practice	A	Essential
Evidence of recent success supporting students with their learning	A	Essential
Effective and systematic behaviour management - experience of using de-escalation techniques in a school setting; experience of maintaining clear boundaries and using sanctions, praise and rewards	A, I	Essential
Experience of working collaboratively with others	A, I	Essential
Experience of using assessment data to ensure effective student progress, raise standards and achieve outstanding pupil outcomes	A, I, T	Desirable
Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs	A, I	Desirable
Experience of SEMH pastoral / student support	A, I	Desirable

## Knowledge

A solid understanding of a range of teaching and learning strategies and a good understanding of current pedagogical thinking	A, I	Essential
An understanding of disadvantage and working in challenging environments	A, T, I	Essential
An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD	A, T, I	Desirable
Up-to-date knowledge of specialised curriculum for children with SEMH	A, T, I	Desirable

## Skills and abilities

Strong analytical, strategic, interpersonal and thinking skills	A, T, I	Essential
Ability to teach KS2 and KS3 across subject, age and ability range	A, T, I	Essential
Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups (pupils, parents and carers, colleagues, external agencies, wider community etc.)	A, T, I, R	Essential
Ability to reflect and self-evaluate	A, I, R	Essential
An understanding of expeditionary learning	A, I	Desirable
A track record of being an excellent practitioner with the ability to model best teaching and learning practice across the school	A, I, R	Desirable

## Personal aptitude

Personal and professional resilience in the face of challenging situations	A, I, R	Essential
Self-motivated, productive, diligent, and thorough	A, I, R	Essential
Commitment to an open, collaborative style of management	I	Essential
Concern for the development of colleagues and members of the wider school community	I	Essential
Commitment to your personal and professional development and that of all staff	A, I	Essential
Convinced of the transformative nature of excellent education	A, T, I	Essential
Empathy with the needs of children	A, T, I	Essential
Commitment to the safeguarding of vulnerable young people	I	Essential
A personal commitment to promoting inclusion, diversity, and access	A, I	Essential
Commitment to the vision, values, aims and objectives of Olive Academies	A, I	Essential

# **Transform young lives with Olive Academies Trust**

Thank you for your interest in working with Olive Academies.  
We look forward to receiving your application.

[Find out more and apply.](#)

[f](#) [in](#) [t](#) [oliveacademies.co.uk](#)