



# Pastoral Manager: The Hub

January 2024



# NEWLAND SCHOOL FOR GIRLS

Cottingham Road, Kingston Upon Hull, HU6 7RU

Tel: 01482 343098 Fax: 01482 441416 E-mail: [nsg\\_admin@thrivetrust.uk](mailto:nsg_admin@thrivetrust.uk)

[www.newlandschool.co.uk](http://www.newlandschool.co.uk)

**PRIDE ASPIRE EXCELLENCE**



**Headteacher: Vicky Callaghan**

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Dear Candidate

Newland School for Girls is a diverse, highly aspirational and academically high achieving school. We are rightly proud of being all-girls, serving and educating young ladies in Hull for over 100 years. We encourage every student to have high aspirations and the ambition to succeed.

We offer a unique educational experience in the city and girls who are part of our school become part of the strong network of Newland Old Girls, within the city and beyond. We promote the traditional values of respect, care for each other and self-discipline, while celebrating the school's diverse talents, abilities and cultures. Our students work together in a well-ordered, harmonious and happy community drawn from all cultures and backgrounds across the city.

We place a high value on care and nurture to enable all our students to make rapid academic progress and grow into caring and responsible young adults. Our students have a keen appreciation of moral values, a lively sense of purpose and a justified pride in themselves. They value highly the support they receive from teachers, the challenge they receive in lessons and the tolerance and respect all students have for each other in their school community. We have high levels of attendance and punctuality. Our students are successful, personable and motivated to learn. "Students' good behaviour and highly positive attitudes to learning are underpinned by good promotion of spiritual, moral, social and cultural education." We place a high value on the development of character alongside, a student's ability to achieve excellent examination results.

Newland is a school you can teach in. It is not without its challenges but we work hard as a staff team to ensure consistency and rigour in the education and support we provide. We are invested in the work we do and the impact we have collectively. Every employee is a part of that team and contributes to the outcomes of the students.

I hope that your research has enabled you to see what we have to offer and that by applying you want to be part of this success culture.

Yours sincerely

V Callaghan







# Welcome to Newland School for Girls

Newland SFG is an 11-16 all girls Academy with a partial brand new BSF building linked to our 1900's listed building.

We have approximately 690 students on roll. We are a very popular school in the city with many parents hoping for a place for their child.



Newland School for Girls, Cottingham Road, Kingston upon Hull HU6 7RU  
Telephone: 01482 - 343098 Email: [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk)



# Examination Results 2023

2023 has been a fantastic year for Newland. Despite the national issues surrounding the reduction of grades awarded to bring results in line with pre COVID grades, Newland has continued to showcase the strength in depth across all subjects.

## Key Stage 4 GCSE Results 2023

Performance Measure	2023/24
Attainment 8 Score	43.6
4+ inc Maths and English	56%
Ebacc Entry	77%
Ebacc APS	3.89



Newland School for Girls continues to provide the highest quality education for its students. 25% of all grades awarded this year were at a 7 or better and 4%, significantly higher than the national average, of all grades awarded were at the top level, Grade 9. As a school we are rightly proud of our students' achievement.







**Welcome from  
Thrive Co-operative  
Learning Trust Chief  
Executive Officer  
(CEO), Jonathan  
Roe**

On behalf of Thrive Co-operative Learning Trust, I would like to thank you for your interest in working with us.

Our mission is to *inspire pupils to thrive in life*. We work cooperatively as a multi-academy trust to enable each pupil, school, and community to reach their fullest potential, and to aspire living our co-operative values.

We hope that you would like to join us in this mission.



## Our Values



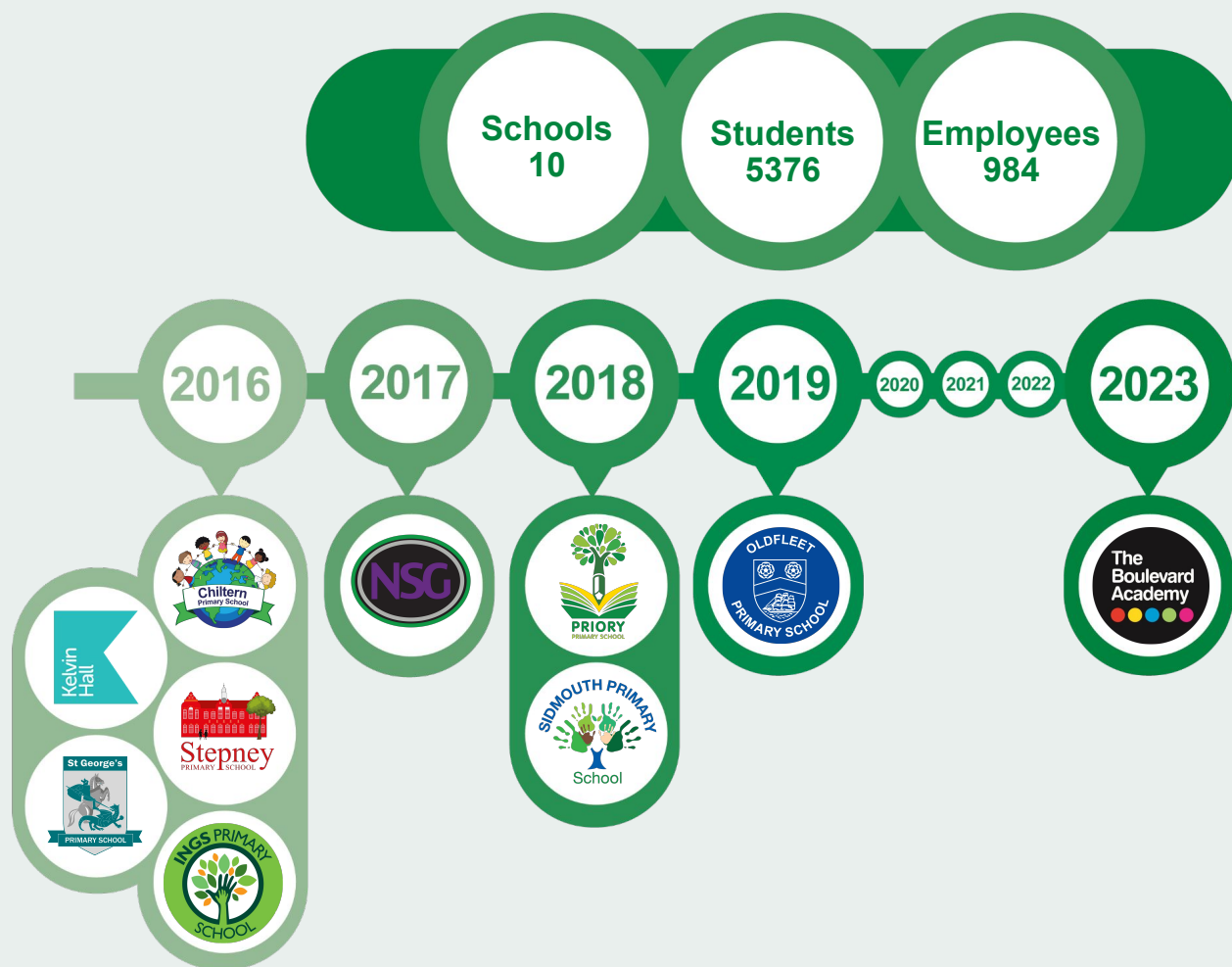
### Thrive Mission Statement *Inspiring pupils to thrive in life*

Thrive Co-operative Learning Trust **understands thriving to mean learning**, and learning to mean **growing in knowledge, self-reliance and in responsibility towards others**. Achieving this will allow pupils and staff to **develop a sense of agency and co-agency**, which is the awareness that we are powerful and can affect change, that life is something to be grasped rather than something that happens, and that we have maximum impact when **we work together for the common good**. This sense of agency plays out at three scales as it affects the future of **the individual, their community (local and national), and their planet**.

View our **Thrive Charter** here...



# Our Journey so far...



## Our Partners

Our ongoing partnerships with the following organisations



Our partnership with the Reach Foundation is leading us to develop a 'Cradle to Career' model across our three schools in HU3 - and later across the whole of Thrive.



Our recent partnership with C3 Group has brought us closer to achieving our goal of net-zero emissions, reinforcing our pledge to create a more sustainable future for our students, staff, and the wider community.



Yorkshire 100 aims to identify 100 future school leaders and take them on a development journey of peer-led support and cutting edge national and international school development.



Coop Schools provides services and support for the network of cooperative schools, strengthening school improvement and local accountability.



Registered Office Address:

Kelvin Hall School, Bricknell Avenue, Hull, East Yorkshire HU5 4QH

Tel: (01482) 342229 | Email: [jobs@thrivetrust.uk](mailto:jobs@thrivetrust.uk)



**Pastoral Manager: The Hub**  
**Grade 6, scp 13 - 19, (£23,187- £25,693 actual salary per annum)**  
**37 hours per week, term time only plus 5 training days**  
**Monday - Thursday 8.00am - 4.00pm, Friday 8.00am - 3.30pm (30 minutes lunch break)**  
**Permanent**  
**Start date: ASAP**

We are seeking to appoint a Pastoral Manager who will have responsibility for The Hub, a wellbeing provision within school. We are seeking a strong candidate who will promote and support the emotional and academic needs of students in order to maximise their learning capabilities. Experience of working with students building their emotional resilience and/or employing strategies to re-engage to mainstream school, is required.

We are an 11-16 girls comprehensive school with approximately 690 students on roll. We are a popular first choice of school for families in Hull and the East Riding of Yorkshire. We are a successful school academically; our outcomes have risen rapidly in the last five years and we are now in the top tier of schools academically in the city of Hull.

We are one of three secondary schools in a Multi Academy Trust (Thrive Co-operative Learning Trust) that currently consists of an additional seven Hull primary schools. This partnership offers tremendous opportunities for future leadership development for both newly trained and experienced teachers.

Newland School for Girls will offer you:

- An inclusive, successful school and Outstanding Multi Academy Trust to work in.
- Friendly, highly motivated and enthusiastic students.

Should you wish to have an informal and completely confidential discussion or visit to the school, please contact via the email Ben Ash, Director of Pupil Engagement and Inclusion ([haslam-siddyp@thrivetrust.uk](mailto:haslam-siddyp@thrivetrust.uk)) or telephone Newland School for Girls 01482 343098

**Closing date: Friday 19th January 2024, 12 Noon**

**Interview date: Friday 26th January 2024**

As part of Thrive Co-operative Learning Trust commitment to safer recruitment processes and in accordance with statutory guidance: [Keeping Children Safe in Education](#) an online search will be carried out on all shortlisted candidates.

**Please note, we do not accept CVs, applications must be submitted using our application form.**

Our commitment to Safeguarding: Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK.

This role involves contact with children and provides regular access to children, therefore it is 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Our commitment to equality and diversity: Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.

Please visit [Thrive Trust website](#) to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school.



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# Job Description

Post Title	Pastoral Leader
Grade	5
Location	Newland School for Girls
Reporting to	Child Protection and Safeguarding Manager

## Purpose of Role

Under the supervision of the Director of Pupil Engagement and Inclusion and Child Protection and Safeguarding Manager, to provide support and guidance to students, including support programmes to enable access to learning for pupils and to assist in the management and care of pupils around the school. You will assist in providing support and intervention strategies in order to meet the pastoral and learning needs of students across both Key Stages.

## Key Responsibilities

1. To promote and safeguard the welfare of children, young people and/or vulnerable adults. To provide support and guidance to students who are at risk of underachieving by removing the barriers to learning
2. To supervise and provide welfare support for pupils, ensuring their safety and access to learning and other activities in school.
3. To assist with the development and implementation of IEP's, Behaviour Plans and PSP's, supporting whole school behaviour policy to create a positive climate for learning.
4. To establish constructive relationships with pupils and to interact with them according to individual needs.
5. To work with individuals and small groups of challenging pupils, under the direction of Pastoral Staff, to improve Behaviour for Learning.
6. To cover for the On-Call system, wellbeing hub and/or isolation unit in school in collaboration with other pastoral staff, if required.
7. To promote good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own work, including restorative practice follow-up.
8. To keep detailed records of intervention and use data to show the impact of interventions. Provide case studies as required. Ensure student records are up-to-date and filed
9. To participate in discussions with parents/carers under the general direction of other Pastoral staff or teaching staff.
10. To facilitate the sharing of information between the school, parents and outside agencies. To liaise with other schools including primary and post 16 establishments to ensure effective pupil transition.
11. To liaise with other schools including primary and post 16 establishments to ensure effective pupil transition. To support whole school behaviour policy to create a positive climate for learning. To arrange induction of new students to the school in liaison with Director of Pupil Engagement and Inclusion.
12. Attend and participate in regular meetings (e.g. Multi-Agency, Case Reviews), training courses and other learning activities as required. Identify possible child protection issues and bring to the attention of the Child Protection Co-ordinator, Headteacher or senior pastoral staff. To establish effective contact with parents and outside agencies to address issues relating to achievement, attendance, behaviour, homework/coursework.
13. To support the specific activities appropriate to Year group e.g. Year 7 supporting transition, Year 8 & 9 Choices, Years 10 & 11 – College applications/exam preparation.
14. To exercise discretion in identifying appropriate contacts/arranging meetings and setting targets for students. To be professional in all requests when dealing with parents and other agencies



## Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.

<b>Responsibilities for Staff:</b>	None
<b>Responsibilities for Customers/Clients:</b>	Safeguarding and promoting the welfare of children. Responsible for supporting the learning and welfare of students. Responsible for keeping parents informed about progress. Liaise with other partner agencies regarding referrals and agreeing a way forward.
<b>Responsibility for Budgets/Financial Resources:</b>	None
<b>Responsibility for Physical Resources:</b>	Responsible for case files on a day-to-day basis, which contain confidential and often sensitive information. Ensure accurate records are kept

		E	D	How Identified
<b>Qualifications</b>	Grade 4 or above (or equivalent) in English and Maths	✓		AF, Q
	Counselling Qualification		✓	
	A continued commitment to CPD	✓		
	Educated to degree level or equivalent or commitment to acquire qualification.		✓	
<b>Relevant Experience</b>	Broad experience of working with families and young people in a school environment. Working with outside agencies and stakeholders of the school to improve achievement and wellbeing of students at the school.	✓		AF, I, R
	Broad experience of working with young people who are multiply disadvantaged	✓		
	Extended experience of working within an educational environment undertaking complex negotiations with students and staff.	✓		
	Direct experience of working with partners from a wide range of organisations		✓	
<b>Knowledge</b>	A knowledge and commitment to safeguarding and promoting the welfare of children and young people	✓		AF, I



		E	D	How Identified
<b>Skills &amp; Abilities</b>	Motivation to work with children and young people and/or vulnerable adults.	✓		AF, I, R
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓		
	Administrative skills, data input to an accurate level and record keeping. Good organisational skills	✓		
	Ability to work under own initiative, to identify work priorities and manage own work to meet targets and deadlines with the minimum of supervision	✓		
	Proven ability to establish, develop and maintain constructive working relationships with a wide range of people to include students, parents, other schools, governing bodies, internal/external clients and educational providers.		✓	
	Flexible approach to working arrangements to meet each students/school's needs as may be required to alter his/her hours to meet the operational needs of the school.		✓	
	Ability to deal with difficult and complex situations, which could involve sensitive issues	✓		
	Ability to work under pressure working with emotional and demanding circumstances involving parents and children.	✓		
<b>Interpersonal/ Communication Skills: Verbal Skills</b>	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people	✓		AF, I
	Ability to communicate effectively in a non judgemental way with young people, parents and professionals; be able to use courtesy and tact; be clear and articulate when providing guidance; advocacy and negotiating with others.	✓		
<b>Written Skills</b>	Good ability to communicate accurately in writing and to provide accurate written reports.	✓		AF, I
<b>Personal Qualities</b>	Have respect for the school's ethos and the ability to project a positive, professional image for the school.	✓		AF, I
<b>Disclosure &amp; Barring Service</b>	The successful candidate's appointment will be subject to the School obtaining a satisfactory Enhanced disclosure from the Disclosure & Barring Service and Children's Barred list check	✓		DBS
	This post is exempt from the Rehabilitation of Offender Act 1974 the candidate is required to declare full details of everything on their criminal record.	✓		(after short listing)



# How to apply



Application forms can be downloaded from our website and should be returned to [people@thrivetrust.uk](mailto:people@thrivetrust.uk) by the closing date below.

Should you wish to have an informal and completely confidential discussion please contact Pip Haslam-Siddy via email on [ashb@thrivetrust.uk](mailto:ashb@thrivetrust.uk) if you would like to arrange a visit to the school, please contact via email ([edwardsh@thrivetrust.uk](mailto:edwardsh@thrivetrust.uk)) or telephone Newland School for Girls 01482 343098.

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