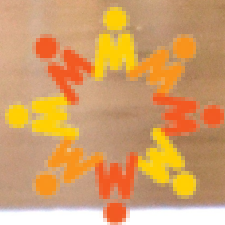




**Morningside Primary School**

**Pastoral Manager Application Pack**



**Morningside Primary School**  
and Children's Centre



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**Morningside Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.**

**We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.**



## Welcome

Dear applicant,

Thank you very much for your interest in the role of Pastoral Manager at Morningside Primary School. I hope you will find this information a useful introduction to our school.

Morningside is an outstanding two-form entry primary school in the London borough of Hackney, located very close to Hackney Central in the heart of a diverse, vibrant and exciting community. Our children come from truly diverse backgrounds, many different languages are spoken. Our school has been through a period of considerable change over the last few years and our aim is to build on the hard work that enabled the school to make rapid improvements and to secure excellent learning opportunities for all of our families.

We are seeking a Pastoral Manager who is highly motivated and talented to work alongside our dedicated staff to support children and their families.

Our new Pastoral Manager will join a very committed and hard-working staff body who all want to ensure that every child fulfills its potential, both now and in the future. If you share this vision and are committed to helping children overcome barriers to learning in every lesson, every day, we would like to hear from you.

Please find further guidance on Morningside, the type of colleague we are seeking to appoint and details on how to apply for the post within this pack.

We welcome and encourage school visits. Please contact the school office on 020 8985 5382 to arrange a suitable date and time.

Yours sincerely,

Janet Taylor  
Headteacher



## About Us

Morningside is a two-form entry primary school with a Children's Centre. The community is culturally and ethnically diverse and we pride ourselves on being an inclusive school.

Our age range is from 3 to 11 years old and we have more than 450 on roll.

There are two classes in each year group with 30 pupils in each class.

We have two Nursery classes at the school and two in our Children's Centre with sessions in the morning and afternoon, with some children attending on a full-time basis.

Close to 50% of our pupils are eligible for free school meals.

65% of pupils speak English as an additional language.

Our on-site Children's Centre supports members of our community and is where the two year old nursery is situated.



### Our vision is for the school to be:

- A place where children can achieve their full potential in academic, creative, personal, physical, moral and spiritual development;
- A caring place where children and adults feel they make a contribution and are valued as individuals; A place where everyone is aware of their rights and responsibilities and where children learn respect for themselves and others.
- A partnership between children, parents, staff and the community as a whole.



## Primary Advantage Federation

Morningside Primary School is a part of the Primary Advantage Federation.

We are a group of schools working together because we believe our schools can gain many benefits from working collaboratively and can achieve more by working together. We have made a commitment to a shared responsibility to the wider education community, the provision of good quality education and the improvement of life chances for pupils in the community beyond that of our own schools. Teachers, support staff, school leaders and Governors have added expertise in working alongside colleagues to improve provision and outcomes for pupils.

### WHAT IS OUR APPROACH?

- We work in partnership, pooling our expertise and resources in order to achieve collectively what we may not be able to achieve individually
- We believe passionately in improving the life chances for our pupils
- We do not tolerate low expectations
- We match tried and tested strategies that we know work to the needs of the schools and use our experience of supporting schools in successfully implementing them
- We promote a **collaborative approach** whilst developing the capacity of each school to **serve its own community and retain its distinct identity**
- We recognise the importance of individuality, spontaneity and creativity in developing innovation

### WHAT OUTCOMES DO WE WANT?

- Every teacher is a good teacher; every school is a good school
- Teachers who use the most effective teaching methods to motivate learners and raise aspirations. As a result all pupils will make good or better progress
- Quality learning environments where pupils feel safe and secure, known and valued and motivated to learn. Robust teaching and application of ICT skills ensure our pupils are properly equipped for the next stage of learning
- Curriculum provision which inspires and motivates pupils and broadens their horizons. Our curriculum supports community cohesion through an international curriculum strand
- We work with precision and move incrementally towards achieving outstanding grades in the majority of aspects of each school's work
- Through pupil partnership work we continue to break down locally perceived boundaries and help pupils to work harmoniously with pupils from other areas of Hackney
- We seek to maximise the efficiency and effectiveness of each school by capitalising on centralised services and sharing systems

Find out more about Primary Advantage Federation  
by visiting  
[www.primaryadvantage.co.uk](http://www.primaryadvantage.co.uk)



## School Development Plan

Our key priorities are as follows:

### Achievement for Pupils

To provide focused CPD opportunities and improved performance management for support staff

To improve systems of peer and self assessment

To refine the Fundamentals and Foundations checks

To provide challenge for the most able pupils, especially those who are disadvantaged

### Behaviour and Safety of Pupils

To further develop pupil leadership & pupil voice opportunities

To monitor attendance to ensure it is in the top 30% nationally with no groups below target

To work with the whole school community to ensure they keep themselves safe from the relevant risks including those associated with bullying, online safety, exploitation and extremism

To further improve behaviour for learning

### Leadership and Management

To refine and develop our approach to tracking, evidencing and reporting on pupil progress and achievement

To develop leaders at all levels

To further develop our curriculum offer to focus on experiential learning and the creative arts

To increase parental and community engagement so that it impacts positively on pupils



## Pastoral Manager - Job Description

### JOB PURPOSE:

- \* To help pupils to overcome barriers to learning both inside and outside of the school, in order to enable them to reach their full potential.
- \* To act as the Senior Midday Supervisor and provide effective co-ordination and management of school lunchtimes.
- \* To provide effective co-ordination and management of the school's extended day.

### MAIN DUTIES AND RESPONSIBILITIES:

- \* To participate in the assessment of pupils being admitted or returning to school, and to identify those who need extra help to overcome barriers to learning both inside and outside of the school.
- \* To identify pupils who would benefit most from additional support, and in consultation with others to formulate and implement an action plan for each pupil needing support.
- \* To develop a mentoring relationship with pupils needing support, with the aim of achieving goals identified in pupil action plans.

**Job Title:** Pastoral Manager

**Salary:** SO1

**Start Date:** Spring Term 2022

\* To maintain regular contact with parents/carers of pupil identified, to keep them informed of the child's needs and progress, and to promote positive family support and involvement.

\* To promote the effective transfer of pupil information both within the school and between institutions, and to ensure the effective management of arrangements for casual leavers.

\* To monitor attendance and punctuality throughout the school and to plan appropriate interventions with pupils and families.

\* To liaise with the education attendance service, children social care and other external agencies.

\* To be responsible to the

Headteacher and Senior leadership team for the effective supervision and management of pupils in and about the premises and site of the school during the midday break. This includes the management of midday staff.

\* To be responsible to the Deputy Head and Senior leadership team for the effective supervision and management of pupils and activities in and about the school premises and site of the school during the extended day.

\* To provide a varied menu of activities (study support, music tuition, dance, drama, arts and crafts, special interest clubs and first aid courses, visits, learning a foreign language).

\* To provide support and information, to families including parent workshops

\* To assist the Finance & Administration Manager in coordinating and supporting relevant funding bids.

\* To promote the school's Healthy Schools agenda.

\* To secure family support for targeted pupils where appropriate.

\* To target efforts on those at risk of underachieving and who are not the responsibility of the SENCo

\* To have full knowledge and understanding of the range of activities, courses, opportunities and individuals that could be drawn upon to provide extra support for pupils.

\* To assist pupils and families new to the country and the school in understanding the education system, school routines and how best they can support achievement.

\* To provide information and advice to enable pupils to make choices about their own learning, behaviour and/or attendance.

\* To manage the secondary transfer process and to work with parents/carers and pupils to ensure their understanding and requirements of the process.

\* To access the school database and provide reports for monitoring and evaluation purposes as required to feed into general school reports.

\* To take the lead role, in liaison with the inclusion leader in the development and implementation of appropriate behaviour management strategies.

\* To challenge and motivate pupils, promote and reinforce self-esteem.

\* To be responsible for developing pastoral programmes for children to take place out of school hours when required.

\* To network with other Pastoral Support Managers within the borough to share ideas and best practice.

\* To carry out and complete the administrative duties alongside office staff as are relevant to the role.

\* To provide reports for governors and attend meetings when necessary.

#### **GENERAL:**

\* This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.

\* This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.

\* The postholder is expected to comply with all relevant policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and the Confidentiality of Information.

\* The postholder may be required to work outside normal school hours on occasion, with due notice.

\* Due to the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates who are selected for interview will be required to give details of any criminal convictions on their criminal self-record form and expected to disclose further information when requested.

\* Because this post involves working in a child-centred environment, candidates are required to comply with the school's procedures in relation to Keeping Children Safe in Education (2021). Successful candidates will be required to undergo an enhanced DBS check prior to confirmation of their appointment.





## Person Specification - Pastoral Manager

<p><b>Qualifications</b></p>	<p>Utilises report writing skills to accurately reflect a situation through positive communication techniques</p>
<p><u>Essential</u></p>	<p>Able to persuade and influence others effectively.</p>
<p>NVQ level 3 or equivalent qualification or experience in a relevant discipline</p>	<p>Able to demonstrate tact and diplomacy in communication.</p>
<p><u>Desirable</u></p>	<p>Exercises flexibility so as to take on changes in work priorities and practices.</p>
<p>Current First Aiders' certificate/training</p>	<p>Maintains a professional and friendly outlook and approach to work during busy times.</p>
<p>Safeguarding Children Certificate</p>	<p>Able to deal with difficult situations in a calm and professional manner.</p>
<p><b>Experience</b></p>	<p>Possesses good interpersonal skills and is able to communicate effectively verbally and in writing.</p>
<p><u>Essential</u></p>	<p>Demonstrates clear and logical thinking in working through problems.</p>
<p>Previous experience of working with children, preferably in a school environment</p>	<p>Able to anticipate workload and plans ahead to manage workload peaks.</p>
<p><u>Desirable</u></p>	<p>Able to collaborate with colleagues and agencies to develop and implement support programmes.</p>
<p>Experience of working within an educational setting.</p>	<p><u>Desirable</u></p>
<p>Experience of working with vulnerable children and families</p>	<p>Able to communicate in an additional language.</p>
<p><b>Knowledge</b></p>	<p><b>Accountability and Freedom to Act</b></p>
<p><u>Essential</u></p>	<p><u>Essential</u></p>
<p>An understanding of issues related to under-achievement and the barriers to learning that some pupils face.</p>	<p>Able to make routine decisions based upon guidelines and procedures laid down within established frameworks.</p>
<p>An understanding of relevant legislation, policies and codes of practice, eg. child protection, data protection and freedom of information.</p>	<p>Leads by example in standards of behaviour in the work environment.</p>
<p>An understanding of effective teaching and learning programmes and strategies.</p>	<p><b>Other</b></p>
<p><b>Skills and Abilities</b></p>	<p><u>Essential</u></p>
<p><u>Essential</u></p>	<p>Displays a commitment to the protection and safeguarding of children and young people.</p>
<p>Presents information and ideas clearly and uses communication appropriate to the audience.</p>	<p>Willingness to partake in continuous professional development.</p>
<p>Able to positively influence the opinions of others through factual discussion.</p>	
<p>Able to adapt personal style of communication to reflect a situation and/or need.</p>	
<p>Able to create an environment of trust by delivering on promises.</p>	

## How To Apply

Applicants are asked to complete all the standard information required on the Primary Advantage application form, to submit a supporting statement, addressing all the criteria identified in the person specification.

Please specify the role you are applying for:

**quoting reference Mside/PM 1.22**

Candidates are advised that when completing the references section on the application form to please ensure that:

- Your first referee is your current, or most recent, employer
- You provide a referee who can confirm your ability for the role



**Completed application forms must be received by Tuesday 25th January by 12pm (noon) and emailed to:**

[recruitment@morningside.hackney.sch.uk](mailto:recruitment@morningside.hackney.sch.uk)

- **Previous applicants need not apply**
- **CVs will not be accepted**
- **Interviews will be taking place on Tuesday 1st February**

*We look forward to receiving your application.*

## Successful Candidates

Candidates must ensure that if they are successful at interview, that they are able to provide evidence of their Right to Work and Remain in the UK. The school is not able to employ any person who cannot validate their Right to Work and Remain in the UK in the line with the Asylum, Immigration and Nationality Act 2000.

Successful candidates will be required to apply for an enhanced Criminal Record Check via the DBS. We are committed to safeguarding and promoting the welfare of our children and expect all members of staff to share this commitment.





## Where to find us

**Morningside Primary School**  
Chatham Place  
Hackney  
London  
E9 6LL  
Tel: 0208 985 5382  
Email: [recruitment@morningside.hackney.sch.uk](mailto:recruitment@morningside.hackney.sch.uk)  
Website: [www.morningside.hackney.sch.uk](http://www.morningside.hackney.sch.uk)

