

Personal Message about the Pastoral Support Team Member Position

Hello!

Thank you for showing an interest in the Pastoral Support Team member position we have advertised. I want to tell you a bit more about the school and the kind of person we are looking for:

Our students are terrific; they all have well-documented difficulties, but all come with untapped strengths and talents too. The vast majority arrive on secondary transfer from mainstream primary schools. They each make massive journeys in their learning and personal development from start to finish (though there may be bumps in the road at times!)

We've been judged as 'outstanding' four times by Ofsted (2005, 2008, 2014, 2018) - one of the very first outstanding schools in the country. Our vision aims even higher: 'Achievement for all in a unique world-class school'. We intend to be the best in the world at what we do; to achieve this we need staff that are already very good and intend to be the best at what they do. We are far from perfect; we make mistakes but try to learn from them. Does this sound like a school you would like to be part of?

We are seeking to recruit team members with commitment, enthusiasm, flexibility, and considerable resilience! Energy and a good sense of humour will help too! Applicants are expected to have good interpersonal and communication skills and be able to form strong relationships with pupils, parents, and colleagues. You will need to be (very) patient, and resourceful, but there is great satisfaction in seeing our young people progress.

We welcome applicants with a variety of educational experiences, and I would welcome greater diversity in all areas of staffing to more closely reflect the community we serve. Don't worry if you don't have special school experience (very few of us did before we came here!) but we will expect applicants to have worked with students with who have struggled to regulate their behaviour as well as those with learning or communication difficulties. Applicants will need to have considerable school-based experience and, ideally, and have a good understanding of restorative approaches.

Stormont House School is committed to safeguarding and promoting the welfare of children and young people, all staff must share this commitment. As part of the shortlisting process, we will carry out an online search (including social media) on all applicants. The successful candidate will be subject to an enhanced DBS criminal records check.

For Safeguarding purposes, one of your referees **MUST** be your current or most recent Headteacher (or equivalent) and we will ask for that reference in advance of the interview.

We will not consider applicants who have not taken the trouble to find out about the school and / or send in 'generic' supporting statements or CVs.

This probably isn't the job for you if

- You don't like moving out of your comfort zone, learning, or working hard
- You're looking for a way out of your current situation rather than a way forward
- Your values are different than the school's
- You are uncomfortable receiving and providing both support and challenge in order to improve

Hope to hear from you soon!

Kind regards



Headteacher