



Assistant Head of Year - JOB DESCRIPTION

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| Reporting To: Assistant Headteacher | Payscale: TEAL Associate Staff Pay Scale, Point 11 |
| <p>Job Purpose:</p> <p>Working alongside the Heads of Year, provide support and intervention strategies in order to meet the pastoral needs of students at South Hunsley School. To act as a point of contact for families, colleagues and students for enquiries and issues regarding students within their year group</p> | |
| Key Responsibilities: Specific | |
| <ul style="list-style-type: none"> To establish and maintain good working relationships with parents and carers. Acting as a point of contact regarding concerns and queries on student welfare issues which are often sensitive or contentious with respect to safeguarding and mental health which require excellent listening skills, diplomacy, tact and an ability to resolve conflict. Ensure effective, timely communication with parents and members of school staff by the use of letters, telephone calls, and emails etc. Arrange and attend meetings with parents/carers and visiting homes, if appropriate. Interview students and investigate following referrals related to school work, behaviour, bullying, student concerns, crisis or other incidents. Using knowledge and experience to recommend appropriate actions to colleagues. Resolve conflict situations between students, including travelling to and from school and on the school buses. Diffuse incidents of verbal and appropriately manage physical aggression from students. Organise and collate work for excluded/sick/absent students where appropriate. Provide work for external agencies e.g. home tutoring and hospitals of absent children until the reintegration of students back into school. Support the students returning from exclusions, off site directions and absence for long term health conditions to reintegrate into education. Ensure that School Safeguarding Policies are followed. Act as a point of contact for receiving reports or identifying concerns, for more serious or complex cases to seek advice from or escalate to the Safeguarding team. Work closely with police, social services, families and other external agencies in a professional manner making referrals to external services where necessary e.g. EHA's, YFS counselling PET team, inclusion team within school and liaising with EHASH. Action, distribute, maintain and monitor student referral forms. Maintaining accurate and timely data on CPOMS the school's safeguarding electronic records to ensure that issues are escalated appropriately and within timescales in accordance with the safeguarding procedures. Liaise with a variety of staff including the Heads of Year and Inclusion Team regarding students with behaviour issues or who are underachieving and to contribute to the preparation of Individual Behaviour Plans, Pastoral Support Plans and Individual Education plans. Respond to calls from classrooms to intervene behaviour issues and help with displacements and re-integration into the classroom and respond quickly to ensure students are safe within the school when they leave lessons or go missing to manage the safeguarding risks. To prioritise workload and be responsive to demands from staff, parents, students and other agencies. Supervise student social areas at break times and lunchtimes and being available to students at these times. Provide cover in the "Unit" where applicable and detention duty on a rota basis. Monitor attendance and punctuality and taking positive steps to improve attendance and punctuality working closely with the Educational Welfare Officer. This may include "duty supervision" at the gates before and after school and ensure students are safe within in school when they leave lessons / go missing Provide first day calling for key students identified in each of their year and liaise with the Educational Welfare Officer Maintain student folders and organise administration related to pastoral procedures. Ensure student records are up-to-date and that they contain relevant documentation wherever possible to ensure the SIMS student information module is regularly updated for student amendments. Organise and implement the personalisation of specific student timetables. This will range from short term mobility issues to longer term arrangements where students are unable to follow a full timetable. Cover the absence of other pastoral staff and form tutors where appropriate. Support the organisation of student data reports and advise on the attainment data to create targets/target groups with tutors/students/parents. Organising fund raising ideas and leading fundraising trips and activities for their house charity | |
| Key Responsibilities: General | |
| <p>The post holder will be required to act on their own initiative or on the authority delegated from their line manager or a member of the School/TEAL SLT.</p> <p>The post holder will be expected to work within TEAL and the schools' policies and procedures and uphold the organisation's values and vision.</p> | |

The job description is not intended to be a complete list of duties and responsibilities but details the major requirements of the post. It may be amended at a future time, to take account of the developing needs of TEAL. The post holder will undertake any other duties appropriate to the remit.

TEAL is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment.

The Health and Safety at Work etc. Act, 1974 and other associated legislation places responsibility for Health and Safety on all employees, therefore it is expected that everyone takes reasonable care for their own health and safety and the health and safety of others.

The above duties may involve having access to information of a confidential nature, which may be covered by General Data Protection Regulations (GDPR) 2018, and by Part 1 of Schedule 12A to the Local Government Act, 1972. Confidentiality must always be maintained and employees must work with and process personal and sensitive information in accordance with Data Protection Act 2018 including the GDPR. Employees must protect the safety and security of information (e.g. using strong passwords, reporting breaches, and ensuring information is stored and disposed of securely).

The key competencies and behaviours commensurate with this post are identified overleaf.



Ethical Behaviours Charter

| Competency | We do this by |
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| Trust | <ul style="list-style-type: none"> • Being reliable, consistent, credible, honest, humble, courageous and kind. • Managing emotions and helping others to do the same. • Keeping promises and doing what we say we will • Having genuine compassion for others |
| Wisdom | <ul style="list-style-type: none"> • Developing knowledge and expertise, then sharing that knowledge • Learning from mistakes and failures and admitting when we are wrong • Seeing systems and processes as ways to fulfil our purpose, removing or changing them if they fail in that. |
| Kindness | <ul style="list-style-type: none"> • Being patient, respectful, generous and forgiving. • Acting with compassion and care, listening and seeing the person behind the role • Focusing on relational practice; building trust and rapport with others by empowering and elevating them. |
| Justice | <ul style="list-style-type: none"> • Doing what is right, rather than what is popular or easy • Ensuring we live our sense of purpose and values in the way we behave, make decisions and communicate. • Applying rules in a consistent, transparent and fair way, whilst allowing for discretion and common sense. • Valuing difference, building diverse teams and encouraging others to behave responsibly and with moral purpose. |
| Service | <ul style="list-style-type: none"> • Putting ourselves in the service of others. • Reducing stress and anxiety in the organisation by modelling calm and considerate behaviour • Behaving in a dutiful way, demonstrating humility and self-control. • Removing barriers to enable others to do their jobs well |
| Courage | <ul style="list-style-type: none"> • Holding ourselves to account when something goes wrong. • Remaining calm, optimistic and positive in the face of adversity and change. • Speaking honestly, openly and with empathy |
| Optimism | <ul style="list-style-type: none"> • Believing in our own ability, and the ability of others, to do what is right to change the world for the better. |

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| | <ul style="list-style-type: none">• Calling out negativity, cynicism and dishonesty.• Remaining positive and encouraging, helping others to overcome challenges and celebrating their success. |
| Vision | <ul style="list-style-type: none">• Anticipating the future and embracing it. Thinking strategically, analysing and assessing information to deliver organisational growth.• Reading, researching, networking and sharing learning with others.• Believing in the potential of others; helping them be the best they can be. |