

Richard Lander School Truro



Application Pack Pastoral Manager

Cornwall Council Grade 3 (£30,882 - £37,945 FTE actual salary £26,558 - £32,623)

Full Time and Fixed Term for 1 year
Following the completion of a 6-month probationary period

Start Date: ASAP

September 2025

Dear Candidate,

Re – Pastoral Manager - 37 hours per week (Term time plus inset)

Please find enclosed an application form and details for the above post at this school.

The Role:

To take a lead role in supporting the pastoral, behavioural welfare needs and safeguarding of students across a year group.

To support the ethos of the school, and its Code of Conduct, with regard to behaviour management issues.

We hope after reading our details and person specification that you will want to join our team.

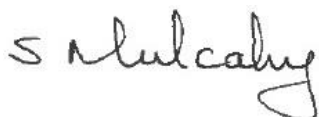
Applications will only be considered on the attached application form. Completed forms should be submitted to vharrison@richardlander.cornwall.sch.uk by midday on **Monday 13th October 2025**, **although the advert may close early if the right candidate is found.**

Shortlisted candidates will be informed of the interview date.

Can I take this opportunity of thanking you for your interest in the position at Richard Lander School. If you do not hear anything from us within 28 days you can assume your application was unsuccessful.

With best wishes for the future.

Yours sincerely,



Mr Steve Mulcahy
Headteacher.

Background for Prospective Candidates

Come and work for a great school in a great location.

Where are we?

Cornwall has far more than just beaches, surfing and world heritage countryside, we also have some of the best schools in the country with the space, facilities and drive to give the best possible education to the students we serve.

Truro is Cornwall's county town, it's only city and the most southern city in mainland Great Britain. Truro has a booming population thanks to its location in the heart of the county and is a centre for art, culture and entertainment.

The school is situated to the West of the city centre and serves the beautiful coastal communities of St. Agnes and Porthtowan as well as communities closer at hand.

The School

Richard Lander School is Truro's largest secondary school. Richard Lander is highly regarded in the area and oversubscribed in several year groups. We have 1520 students on roll. Mr Steve Mulcahy, has been our Headteacher since 2008. We were inspected by OFSTED in 2023 and were graded as a Good school.

We have an ARB for up to 15 students on site which is very much part of our school.

Our Ethos

At the heart of our work is a desire to see all our young people and staff develop their gifts and talents to their full potential. Some people call this ambition, we call it 'being the best you can be'. Our standards are high and our aim is for all children to achieve their full potential, both academically and socially.

The Application

Please see the job description for more details of this exciting post.

The closing date for applications is midday on Monday 13th October 2025, although the advert may close early if the right candidate is found.

Shortlisted candidates will be informed of the interview date.

Please send your completed forms to the school for the attention of our Personnel Officer, Vicky Harrison, vharrison@richardlander.cornwall.sch.uk Applications should address the items included on the person specification and only candidates who meet the essential criterion will be shortlisted.

The Interview Process

Candidates who are shortlisted for the position will be contacted by a telephone call and this will be followed up with an e-mail.

- In line with Keeping Children Safe in Education 2025, as part of the shortlisting process, the school may carry out an online search on shortlisted candidates.
- All interviews will be face to face and will explore the candidate's suitability for the position.
- Applications will be scrutinised and discrepancies or anomalies in work related history, experience and qualifications will be discussed at the interview stage.
- Successful candidates will be required to achieve a full enhanced DBS disclosure and 2 satisfactory references.

Prepared by

- Mr Steve Mulcahy, Headteacher
- Mrs Jenny Griffiths, Deputy Headteacher

Safeguarding

Richard Lander School is committed to safeguarding and promoting the welfare of all children. We expect all our team members to share this commitment.



JOB DESCRIPTION

School Based

Job start:	As soon as possible
Job title:	Pastoral Manager / HOY
Salary	Cornwall Council Grade 3
Contract	Full Time – Fixed Term for 1 year

Main purpose of the job:

To take a lead role in supporting the pastoral, behavioural welfare needs and safeguarding of students across a year group.

To support the ethos of the school, and its Code of Conduct, with regard to behaviour management issues.

Duties and responsibilities:

1. To be a lead member of staff for the pastoral welfare and support for a Key Stage/Year Group.
 - a) Be a key member of the Pastoral Support Team
 - b) Be responsible for the day to day operation of the pastoral system for their year group and the individual students within it dealing with individual student issues, including:
 - i. Behaviour
 - ii. Social and emotional
 - iii. Health and sickness
 - iv. Academic progress
 - v. Attendance
 - vi. Safeguarding
2. To ensure that the needs of all students in the year group are met
3. To work with the Assistant Headteachers regarding management of the year group, as appropriate.
4. Where appropriate, to offer a lead to tutors regarding management of particular issues (e.g. uniform, attendance) and regarding specific students and cohorts of students (e.g. Pupil Premium).
5. To create and maintain a positive ethos within the year group
6. Along with the Assistant Headteachers, to be responsible for the social academic progress of a year group and to be proactive in identifying underachievement and implementing positive intervention strategies to address this.
7. To oversee the behaviour management information system for the year group and ensure that tutors and teachers are contributing to this effectively.
8. To ensure that school records are fully maintained for each year group and that information and guidance is disseminated as appropriate
9. To manage, with the Assistant Headteachers, in-year admissions within the year group.
10. To liaise with outside agencies as appropriate and take a lead role in setting up and supporting processes with the Early Help Hub and MARU.
11. To develop and maintain effective links with parents / carers, to support the welfare, safety and progress of their children.
12. To provide individual support and intervention as appropriate.

13. To manage and deliver, working with the Assistant Headteachers, appropriate guidance, support and advice, to students, parents / carers, either individually or collectively
14. To liaise with the PSHE co-ordinator and careers development, and identify students needing individual support via the CSW service
15. To liaise with the SENDCo and take a lead role in identifying students in the year group who may need further support within the school's SENDCo provision. This will include contribution to formulating and directing support within an Education, Health Care plan (EHC) where appropriate
16. To ensure that students within the year group are able and equipped to engage in their learning.
17. To make a direct and informative contribution to the school's behaviour management policy and systems through half termly contribution at Senior Leadership meetings and via regular meeting with the Assistant Headteachers.
18. To be directly responsible for the attendance for a year group, working with the Education Enforcement Officer.
19. To make a contribution to the assembly programme, where relevant
20. To assist the SLT in wide monitoring, relevant to the year group (provision for homework, patterns of behaviour, uniform etc.)
21. To investigate matters of behaviour and to issue sanction and reward as appropriate, including communication with parents.
22. To report, as appropriate to the role, to relevant staff including: immediate line manager (AHT), wider SLT, teachers and, indeed, parents
23. To ensure that safeguarding issues are addressed in the year group, working with the Assistant Headteacher with responsibility for safeguarding, and the school's safeguarding Officer
24. As part of a team of Pastoral Support Officers, managing referral room provision
25. Issuing advice, support and direction to wider staff regarding general pastoral matters
26. Participation in wider duties such as; break / lunch duty, detention rota etc. (at the direction of the SLT)
27. Undertake any other duties as reasonably directed by the line manager (assistant Headteacher) or other member of the SLT.
28. To undertake first aid training and administer first aid (as trained), assist in the dispensation of medically prescribed controlled drugs (as per the approved procedure) and to assist with students who are sick as needed.
29. To remain aware and work within all relevant school working practices, policies and procedures.
30. To attend staff meetings and school-based INSET as required.
31. The post holder is responsible for his/her own self-development on a continuous basis.
32. To be aware of and work in accordance with the school's child protection policies and procedures, and to raise any concerns about any student, in line with school policy.
33. To be aware of and adhere to applicable rules, regulations, legislation and procedures including the Schools Equal Opportunities Policy and Code of Conduct, national legislation (including Health and Safety, Data Protection).

34. To undertake other duties appropriate to the grading of the post as required.
35. To maintain confidentiality of information acquired in the course of undertaking duties for the department.

PERSON SPECIFICATION

ATTRIBUTES		HOW IDENTIFIED
Professional qualities and experience	Education to level 3 and / or significant experience working in a context which assists preparation for the role (e.g. police, social services, school based support, HLTA) Experience of working with young people in the 11-19 age group Sound knowledge of educational processes at Key Stage 3/4 Enthusiastic about the education of young people.	Application form. Interview.
Leadership Skills	To be able to: Respond to and initiate effective strategies to improve individual student performance Work effectively and positively with others Build, support and work effectively with teams Prioritise, plan and organize effectively Devolve responsibilities as appropriate Liaise effectively with others Report effectively to the line manager (Assistant Headteachers), to the wider SLT and the school's Education Enforcement Officer about progress, welfare, safeguarding, attendance or any other issue in relation to specific students Set high standards and provide a positive role model for students To be open to ideas To be able to support others where necessary To deal sensitively with people and be able to resolve conflicts	Application form.
Decision Making Skills	To be able to: Make reasonable decisions based upon evidence Think creatively and imaginatively Anticipate and solve problems Demonstrate good judgement Prioritise effectively Use initiative effectively	Application form. Interview.
Communication Skills	To communicate effectively, orally and in writing with a range of audiences To negotiate and consult effectively.	Interview.
Self-Management	To be able to prioritise and manage time effectively Work under pressure and to deadlines. To use initiative effectively yet recognise when it is appropriate to involve others in formulating actions, especially with regard to contentious issues or safeguarding issues	
Personal Qualities	Display an awareness, understanding and commitment to the protection and safeguarding of children and young people To enjoy working with young people To be flexible and willing to take on new challenges To have energy, vigour and perseverance, self-confidence, enthusiasm, intellectual ability, reliability and integrity	

Special Conditions related to the post

The school is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.

Successful applicants must be suitable to work with children and will need to undertake the following before commencing employment:

Enhanced Disclosure & Barring Service (DBS) Certificate with barred list information

Receipt of two satisfactory employer references one of which must be from your current or most recent employer

Satisfactory verification of relevant qualifications

Satisfactory health check

All new employees will be required to undertake mandatory training required by the school.

How to apply:

Complete the relevant applications form, equal opportunities and self-declaration form. Please note that applications will not be accepted unless on the attached application form. CVs are not accepted.

Please complete an application form in full and return to:

vharrison@richardlander.cornwall.sch.uk

Contact details:

Address: Mrs Vicky Harrison
Personnel Officer,
Richard Lander School,
Higher Besore Road,
Truro,
TR3 6LT
Tel: 01872 273750

Closing date:

Midday on **Monday 13th October 2025, although the advert may close early if the right candidate is found.**

Please note that if you have not received a reply within 28 days of the closing date you must assume that, on this occasion your application has been unsuccessful.