

Ethos Leader

JOB DESCRIPTION

Job title:	Ethos Leader
Department:	Grace Foundation – Partner School
Reporting to:	GF Operations Director / Head of School
Location:	Lord Grey Academy, Rickley Ln, Bletchley, Milton Keynes, MK3 6EW
Hours of work:	37.5 hrs per week, full time, all year round. Flexibility of working hours may be required with advance notice.
Salary:	Circa £32,500 per annum (Salary including a South Band Allowance) Permanent contract with 3-month probation)
Benefits:	25 days holiday plus Bank Holidays per annum, secure free parking, death in service (3 x basic salary), private healthcare cover & pension

OUR VISION FOR TRANSFORMATION

At the heart of all we do is a passion to help transform students' lives, helping develop the whole person and equipping them reach their full potential

We exist to transform young people's lives through holistic education. Through our Christian ethos we are committed to working with schools from the inside out to support the aspirational, relational, and spiritual needs of students and their families. Our approach to education focusses on developing the whole person, enhancing student wellbeing, and improving OFSTED outcomes to help transform school communities.

JOB SUMMARY

The ETHOS Leader will lead the onsite ETHOS team, in strategic partnership with the school, to positively impact young people and their families through holistic education. They will collaborate with staff to design and deliver a bespoke Ethos Programme to help improve student outcomes.

KEY RESPONSIBILITIES

- To collaborate with staff to design and deliver a bespoke Ethos Programme whilst leading the onsite Ethos Team to improve holistic student outcomes
- To work with key staff to audit provision, and develop a calendared Ethos Programme which includes drop down days, lessons, intervention groups, enrichment activities, workshops, assemblies, tutor time & support for key Christian festivals
- To ensure the Ethos Programme integrates with school priorities and makes a positive contribution to the latest OFSTED expectations and outcomes including links with Personal Development, Behaviour & Attitudes, SMSC, British Values, RE, PSHE, RSE/HE, Citizenship, Safeguarding, Health & Wellbeing and Cultural Capital
- To work with school staff to deliver the calendared Ethos Programme including marketing and promotion of activities and provision of training, materials, and resources to impact whole school culture
- To lead the Ethos Team comprising of a Youth worker and Family Support Worker in order to improve student outcomes
- To collaborate with and draw in support from a Central team of specialists acting as a member of the wider Ethos Team
- To effectively manage the Ethos Resource Budget
- To integrate with Leadership and pastoral teams and relevant curriculum leads to meet the holistic needs of students
- To fosters links with key local Church and Community Partners
- To support the cultural life of the school to thrive
- To measure the impact and effectiveness of provision through statistics, student voice and stories
- To collaborate across different schools and Multi Academy Trusts to share best practice
- To engage relevant external organisations and partners within the school context including facilitating links with the local community where appropriate





- To provide pastoral care, appropriate to the needs of students
- To promote an understanding of key Christian events and festivals
- Tracking, recording & measuring of student impact
- To carry out general administrative tasks as required
- To work as an integrated part of the Ethos Team
- Any other reasonable duties as directed by the line management

QUALIFICATIONS & EXPERIENCE REQUIRED

- Relevant Qualifications & experience working within an education setting
- Experience & understanding of working with young people with a variety of complex needs & issues
- Current Enhanced DBS
- Must have own transport, a clean driving license & be willing to travel
- An understanding of safeguarding & child protection
- Must have a clear understanding of our Christian ethos & be able to articulate how Christian values can positively impact students' lives

PERSONAL COMPETENCIES REQUIRED

- A familiarity with, & an ability to perform in accordance with, the mission, vision & values of Grace Foundation & it's Christian ethos
- Effective leadership skills developed from a proven track record in a relevant sector
- A clear understanding of Grace Foundation's Christian Ethos and ability to communicate with clarity, authenticity, and passion
- Knowledge of and ability to engage young people with faith related issues
- An ability to motivate and engage staff, students and parents
- Creativity and ability to develop ideas and manage them to execution
- Excellent communicator & facilitator with young people in large and small groups
- Effective organisational skills & ability to multi-task
- Effective oral, written, presentation & interpersonal skills
- A willingness to work with others & a consistent can-do enthusiastic attitude
- Clear knowledge & understanding of our Christian ethos & how it applies to relevant issues young people face
- Attention to detail, analytical, strategic approach & ability to meet deadlines
- Confident & able to work on their own initiative
- Proficiency with IT applications (Word, Excel & PowerPoint) & social media.
- Ability to exercise discretion in dealing with confidential or sensitive matters
- Ability to provide pastoral care & show empathy & tact
- Ability to network with a range of people and organisations (public, private & voluntary)
- Self-starter, well-organised & able to manage time well without supervision

FURTHER INFORMATION

We have a clear expectation that employed staff will have a familiarity with, and an ability to perform in accordance with, the mission, vision, and values of Grace Foundation's charitable objective. In line with these charitable objectives, and in accordance with the Equality Act 2010, it is therefore a Genuine Occupational Requirement that this post holder is a practicing Christian.

To apply for this post please complete the application form on our website www.grace-foundation.org.uk/jobs & send with a covering letter to info@grace-foundation.org.uk

Deadline for Applications is Thursday 14th December 2023

Interviews to take place on Monday 18th December 2023

Start Date – Jan/Feb 2024

Enquiries will be taken via contacting info@grace-foundation.org.uk

Application forms can be downloaded on www.grace-foundation.org.uk/jobs





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IM Group Ltd are committed to their success & resources being used as a force for good around the world, in accordance with the owning family's Christian faith & values. IM Group wants every child to be brought up in an environment where they are given the opportunity to reach their maximum potential in life. For more information on IM Group Ltd please visit <https://www.imgroup.co.uk>

Grace Charitable Trust has a long-term vision to see young people succeed and thrive in life through the benefits of a holistic education rooted in a Christian ethos.

Grace Foundation is committed to safeguarding & promoting the welfare of children & young people & expects all staff & volunteers to share this commitment. The position is subject to a satisfactory Enhanced DBS check and references.

