

JOB DESCRIPTION

Job title:	Ethos Leader (Pastoral, Character, & Values Development)
Department:	Grace Foundation – Partner School
Reporting to:	Executive Director
Location:	Huxlow Academy, Finedon Road, Irthlingborough, Northampton NN9 5TY
Hours of work:	37.5 hrs per week, full time, all year round. Flexibility of working hours may be required with advance notice.
Salary:	£31,000 (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

We exist to transform young people’s lives through holistic education. We partner with secondary schools to help develop students holistically, enhance student wellbeing, and improve student outcomes. We do this by embedding our Ethos Team made of up an Ethos leader, Youth Worker, and Family Support Worker, to add capacity to schools and help drive long-term change.

JOB SUMMARY

The role of the Ethos Leader is to work with school staff to impact the culture and curriculum of the school through the development of a bespoke Ethos Programme. The Ethos Leader drives the work of the Ethos Team in their partner school to embed a whole school approach that includes curriculum contributions, delivery of lessons, drop-down days, intervention groups, enrichment activities, workshops, assemblies & special events. This makes a long term difference for students and their families.

KEY RESPONSIBILITIES

- To lead and embed an onsite Ethos Team comprising of a Youth worker and Family Support Worker.
- To work with key staff to develop and deliver 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 OFSTED outcomes linking with Personal Development, Behaviour & Attitudes, SMSC, British Values, RE, PSHE, RSE/HE, Citizenship, Safeguarding, Health & Wellbeing and Cultural Capital.
- To work with pastoral teams and relevant curriculum leads to meet the pastoral and holistic needs of students.
- To foster links with key local Church and Community Partners.
- To work as an integrated part of the wider Ethos Team collaborating across different schools to share best practice.
- To engage with a Central team of specialists, relevant external organisations and school partners including facilitating links with the local community where appropriate.
- To provide pastoral care, appropriate to the needs of students.
- Tracking, recording & measuring of impact.
- To carry out general administrative tasks as required including managing budgets.
- Any other reasonable duties as directed by the line management.

QUALIFICATIONS & EXPERIENCE REQUIRED

- Relevant Qualifications and transferable skills.
- Experience working within an education or equivalent setting.
- Experience 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 & its 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.
- Attention to detail, analytical, strategic approach & ability to meet deadlines.
- 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 Sunday 11th August 2024
- Interviews to take place week commencing Monday 19th August 2024
- Start Date – September/October 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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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.