

ETHOS LEADER

JOB DESCRIPTION

SUMMARY OF ROLE

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.

Based at our partner school – Shire Oak Academy

Address: Lichfield Road, Walsall Wood, WS9 9PA

Hours: 37.5 hours per week, full time, all year round.
Flexibility of working hours may be required with advance notice.

Salary: £32,000 (Permanent contract with 3-month probation).



SHIRE OAK ACADEMY
TURNING POTENTIAL INTO EXCELLENCE



BENEFITS INCLUDE:

- ✓ SPECIALISED LEARNING & DEVELOPMENT
- ✓ PENSION & DEATH IN SERVICE
- ✓ PRIVATE HEALTHCARE (BUPA)
- ✓ 25 DAYS HOLIDAY (PRO RATA)
- ✓ COMPANY SICK PAY

KEY RESPONSIBILITIES

- Lead and embed the onsite Ethos Team, comprising a Youth Worker and a Family Support Worker.
- Develop and deliver a calendared Ethos Programme in collaboration with key staff. This includes drop-down days, lessons, intervention groups, enrichment activities, workshops, assemblies, tutor time, and support for key Christian festivals.
- Ensure the Ethos Programme integrates with school priorities and positively contributes to OFSTED outcomes, with a focus on Personal Development, Behaviour & Attitudes, SMSC, British Values, RE, PSHE, RSHE, Citizenship, Safeguarding, Health & Wellbeing, and Cultural Capital.
- Work with pastoral teams and curriculum leads to meet the pastoral and holistic needs of students.
- Foster relationships with local Church and Community Partners.
- Work as an integral part of the wider Ethos Team, collaborating across different schools to share best practices.
- Engage with a Central Team of specialists, external organisations, and school partners, including facilitating links with the local community where appropriate.
- Provide pastoral care, tailored to the individual needs of students.
- Track, record, and measure the impact of the Ethos Programme to ensure it is achieving the desired outcomes and meeting student needs.
- Carry out general administrative tasks, including managing budgets.
- Any other reasonable duties as directed by line management.



CHRISTIAN ETHOS

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 objectives.

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 unless specified otherwise in the job description.

To apply for this post please complete the application form on our website:
<https://www.grace-foundation.org.uk/jobs>

HOW TO APPLY:

Application forms can be completed or downloaded from:

[grace-foundation.org.uk/jobs](https://www.grace-foundation.org.uk/jobs)

Deadline for applications:

Monday 20th August 2026

ENQUIRIES:

info@grace-foundation.org.uk