

Position: Pastoral Leader

Hours and Salary: 37 hours per week NJC 27-31 FTE £39,483 - £43,151 (Actual Salary - £34,775 - £38,006)

School and Location: Willow Park School, Norfolk Park Road, Sheffield, S2 2RU

Contract type: Full-time, Permanent, Term-Time Only

Closing date: 15th October 2026

Shortlisting date: 16th October 2026

Interview date: TBC

About our School

Willow Park School is a specialist SEMH provision for pupils aged 7–16. We work with children and young people who require more than simply good teaching; they need adults who can build trust, understand trauma, support emotional regulation, and maintain high expectations even during their most challenging moments.

We are seeking an experienced and compassionate Pastoral Leader to join our middle leadership team and play a key role in shaping the pastoral, behavioural and emotional support provision across the school. This is an exciting opportunity for a skilled practitioner who is passionate about helping pupils overcome barriers to learning and achieve positive outcomes.

About the Trust

This is an exciting opportunity to join an award winning Multi Academy Trust and be part of a welcoming and supportive team that serves amazing children and young people. Nexus Multi Academy Trust was founded in 2016, with 19 unique SEND and mainstream academies.

We are a growing, forward thinking and innovative Trust with a shared ethos, vision and values for a personalised child centred approach. We are committed and invested in "Learning together, to be the best we can be" and it is as relatable to every employee and partner of our Trust as it is to our children, young adults and their families.

Please see a copy of our most recent [prospectus](#) and [workforce engagement statement](#) for further information.

Our Opportunity

We are seeking to appoint a highly motivated, enthusiastic, hardworking and flexible Pastoral Leader to join a team of dedicated staff who are committed to providing an excellent learning environment and become part of a successful team in a busy working environment.

As one of three Pastoral Leaders, you will lead on behaviour policy and practice, working collaboratively to create a calm, safe and purposeful learning environment where pupils can thrive.

You will work directly with pupils experiencing social, emotional and mental health difficulties, including those who may present in crisis or require intensive support. Using trauma-informed, relational and positive behaviour approaches, you will help pupils regulate their emotions, develop resilience and engage successfully in education.

The role requires someone who can combine strategic thinking with hands-on support. You will work closely with teachers, support staff, families and external agencies to ensure pupils receive the right support at the right time, whilst also contributing to whole-school improvement.

We Are Looking for Someone Who:

- Has significant experience working with children and young people with SEMH needs.
- Understands the impact of trauma, attachment difficulties and adverse childhood experiences on behaviour and learning.
- Has practical experience of de-escalation techniques and physical intervention strategies.
- Can confidently support pupils during periods of emotional distress, crisis or dysregulation.
- Has experience of developing and implementing individual support plans, behaviour plans and risk assessments.
- Understands how to use interventions and data to improve outcomes for pupils.
- Can build strong and trusting relationships with pupils, families and colleagues.
- Has excellent communication and interpersonal skills and can work effectively within multi-disciplinary teams.
- Can coach, support and develop colleagues to improve practice across the school.
- Is able to lead groups of pupils and deliver learning linked to social, emotional and personal development.
- Can manage staff, delegate tasks, stay calm and focused in high pressure situations/incidents.
- Shares our commitment to safeguarding, inclusion and improving life chances for vulnerable children and young people.

What You'll Be Doing

- Leading and developing pastoral, behaviour and engagement systems across the school.
- Supporting pupils' emotional regulation, wellbeing and mental health.
- Working directly with pupils requiring targeted interventions and mentoring.
- Supporting staff with behaviour management strategies and relational practice.
- Building positive partnerships with parents, carers and external professionals.
- Contributing to safeguarding processes and multi-agency working.
- Delivering training and guidance to staff, families and other stakeholders.
- Using data and evaluation to monitor the effectiveness of interventions and inform future practice.
- Helping maintain a calm, structured and positive climate for learning throughout the school.

What you can expect from us

Wellbeing – Pay – Careers and Training – Annual Leave and Flexibility

- ✓ Access to free wellbeing support resources including counselling, medical and legal advice and an option to top up to private healthcare via corporate membership of a healthcare plan.
- ✓ Access to discount schemes for savings with high street retailers, restaurants, activities and lifestyle services
- ✓ Auto enrolment into a leading pension scheme with Teachers Pension Scheme or Local Government Pension Scheme
- ✓ Access to extensive and tailored career pathways, CPD programmes, training and coaching giving you the opportunity to grow and develop your career
- ✓ An Induction package to help you settle in and approach your role with confidence and enthusiasm
- ✓ The ability to contribute to and share quality practice with other professional TAs, Teachers and the wider team
- ✓ Internal opportunities across the Trust academies and to work with specialised leaders in education on nationally recognised projects

- ✓ Flexible working policies
- ✓ Cycle to Work Scheme
- ✓ Annual leave increases based on length of service plus bank holidays for support staff

To apply

If you're interested in this role and wish to apply, please visit the Nexus MAT website to download an application form. Once on the Nexus MAT website, select the *Joining Us – Careers* section, click on the position you wish to apply for, and the application can be found at the bottom of the page.

Alongside your application form, applicants should provide a supporting statement outlining their skills and experience in the following areas, so that we can fully consider your application against the role expectations”.

- What you did and the role you personally played.
- The context and challenges involved.
- The impact or outcomes of your actions.
- What you learned from the experience and how it has influenced your professional development.

All candidates are advised to refer to the job profile before making an application.

Completed applications to be sent to Caroline Lea on clea@nexusmat.org

In line with safer recruitment practices and Keeping Children Safe in Education (KCSIE), curriculum vitae (CV's) will only be accepted alongside a full application form

We reserve the right to close this advertisement early should we receive a high volume of suitable applications.

Further information

For an informal and confidential conversation about the role, please contact Caroline Lea on clea@nexusmat.org

Further information can be found on our school website [TEAM Education Trust - Willow Park School](#)

Nexus Multi Academy Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed.

This post involves working with children and young people. If successful you will be required to apply for a disclosure of criminal records check at an enhanced level and a barred list check. Further information about the Disclosure and Barring Service and can be found at www.gov.uk/disclosure-barring-service-check.

We are an equal opportunities employer committed to recruiting and retaining a diverse workforce.

Privacy Notice (Job Applicants)

We are committed to protecting your personal data and handling it responsibly. The information you provide on this application form will be used solely for recruitment and selection purposes, to assess your suitability for the role, and to communicate with you about your application.

Your data will be processed in accordance with applicable data protection laws, including the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. We will only share your information where necessary and will retain it only for as long as required for recruitment purposes.

For full details on how we collect, use, store, and protect your personal data, including your rights as a data subject, please refer to our full Privacy Notice available on our website