



**Student Wellbeing Leader  
Application Pack  
March 2022**

## A message from the Headteacher...

Thank you for showing an interest in the role of Student Wellbeing Manager here at Fort Pitt Grammar School. This is a really important appointment for us and the successful applicant will be integral in taking our pastoral care to new heights.

We are an outstanding school located on an historical site overlooking the River Medway, with facilities that enable us to provide high quality learning and teaching for our students. Some of our buildings date back to the Crimea War, but equally we also have a brand new state of the art Science building. We are a proud member of a small but beautifully formed Multi Academy Trust of five schools, Fort Pitt being a joint lead school.

Our aim is a simple one; to be the best school in the country, and by that we mean that all of our students receive a better education here than they would if they went to any other school in the whole country. Fort Pitt is a vibrant and dynamic school with high expectations and great ambitions for all of our students.

As a grammar school, academic rigour is part and parcel of our teaching, and we believe that the biggest factor influencing students' success is the quality of the learning experience they receive both in and out of lessons. We are looking for an outstanding person with the drive, tenacity and commitment to help ensure that student wellbeing is a key focus for the school moving forward.

As a school our popularity continues to grow year upon year, and as a result there will of course be future promotion opportunities for the right candidate. At Fort Pitt the happiness of students and staff is central to what we do. This application pack will only give you a little flavour as to what 'we are all about' but it gives a good indication. I believe in all of us working together to ensure the best outcomes for the young people we have been entrusted with. They get one chance to get it right, so it is vital we help them every step of the way. I do expect everyone to work hard, but I also want people to enjoy themselves whilst doing so!

You will find further information on Fort Pitt Grammar School in this pack, on our website, and via our social media channels, visits are also encouraged and warmly welcomed, and will of course follow COVID-19 protocols. If you wish to visit please contact Mrs Mary Burling, Headteacher's PA on 01634 842359 or [headteacher@fortpitt.co.uk](mailto:headteacher@fortpitt.co.uk).

I believe that Fort Pitt is a fantastic place to work and hope that having read the information, you agree and decide to make an application.

I look forward to meeting you.

Yours sincerely,



**Nicky Archer**  
Headteacher



## About Fort Pitt...

At Fort Pitt, our values run through everything we do, and reflect our culture of ensuring our girls' happiness is at the heart of all our decisions; they are a set of core beliefs devised by both students and staff, which we feel encapsulates what we wish our students to strive towards during their seven years with us.

**FORT PITT**  
VALUES



Fort Pitt opened as a grammar school in 1984 and is one of the remaining 163 out of 3109 secondary schools. Prior to this it was the first technical school for girls in the country and opened in 1926 serving the communities of Rochester and Chatham. Our history is deep rooted in the local area with its oldest building dating from 1853 when it was a military hospital during the Crimean war and Florence Nightingale's first teaching hospital. Visited three times by Queen Victoria and Prince Albert, the buildings, estate and school continue to be of national historical significance.

Fort Pitt is one of six selective schools located within the Medway Local Authority area, three of which are single sex 11-18 grammar schools for girls. Much of our intake includes first generation grammar school students as well as first generation sixth-form students and university aspirants. Therefore, one of our key aims and challenges is to raise the aspirations and expectations of both students and parents.

We are not a 'super-selective' school and accept any student who has passed the Medway 11+ test. We do not rank students according to test scores when awarding places, differing from most other grammar schools. Our oversubscription criteria are very inclusive. The Trustees and Governors are committed to keeping the entry criteria as they are so that more students, including boys, have the opportunity to benefit from a grammar school education at KS5, even if they did not have this opportunity at KS3 and KS4.

We are known for having a strong supportive ethos providing an individualised approach to both pastoral care and academic support. We have a thriving Sixth Form, which became co-educational in September 2013. The school is comprised of five forms of entry in Years 7, 8 and 9 and four in Years 10 and 11. The Fort Pitt community is comprised of four houses: Meaden, Ryder, Somerville and Westwood. Each house was named by students because of the impact each high achieving woman had on the world.

At the centre of all that we do is high-quality learning and teaching, whilst maintaining the wellbeing of both staff and students. We have worked tirelessly to ensure teacher workload is as balanced as possible, and that everyone can focus their skill and time on delivering excellent lessons.

Most importantly, Fort Pitt is a supportive, caring, nurturing, challenging and fun place to study and work.



In addition to this we are members of the Beyond Schools Trust, a Trust with a strong belief in the value of lifelong learning, and one that fully prepares children so they have the skills, knowledge, values and character to be successful in the world beyond our doors. Everything we do is aimed at providing our staff with the resources and leadership to achieve their best. We believe that a happy, supported and motivated team create the best environment and opportunities for students to achieve their full potential.



## **Student Wellbeing Lead**

**Full-time (term-time 37hrs per week + 5 days)**  
**Scale 12-19 £22183 - £25481 (£18293 - £21013 pro rata)**

**We are seeking to appoint a self-motivated and enthusiastic individual to become an integral member of our pastoral team. We need someone who can build excellent relationships with our students, ensure that every individual achieves the very best they can.**

### **To be successful at Fort Pitt, you will:**

- Provide exceptional support and challenge to ensure the wellbeing of our students is at the core of all that we do
- Embrace our supportive & warm ethos and culture
- Be a team player but also have the initiative to work independently
- Be willing to get stuck in and offer support to the wider support team
- Enjoy working with young people and have a good sense of humour!

### **In return we will offer you:**

- A happy school where all students are enthusiastic and realise their potential
- An incredibly supportive group of colleagues and leaders
- An opportunity to really make a difference to students' life chances and ambitions
- CPD opportunities both at school and Trust level

For an informal conversation about the role, please contact Nicky Archer Headteacher at [headteacher@fortpitt.co.uk](mailto:headteacher@fortpitt.co.uk) or on 01634 842359.

### **Key information:**

**Start date:** September 2022

**Salary Range:** Scale 12-19

**Visits:** By arrangement with the school office

**Closing date:** 12:00pm on Friday 25<sup>th</sup> February

**Headteacher: Nicky Archer, BA (Hons), NPQH**

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## Job Description: Student Wellbeing Lead

### OVERALL RESPONSIBILITY

- To support the Senior Leadership in developing wellbeing and resilience amongst the student body
- To be an essential member of the pastoral team, facilitating and developing all students' personal development, self-confidence and self-esteem

<b>Supporting students and parents</b>
<ul style="list-style-type: none"> <li>• Support Heads of Year and the pastoral team to effectively monitor and support vulnerable students</li> <li>• Arrange and organise student counselling/support sessions</li> <li>• To co-ordinate and promote student mental health and wellbeing programme</li> <li>• To collate, advertise and signpost all external support available to students</li> <li>• To liaise effectively with a wide variety of outside agencies</li> <li>• Lead member of staff in the Wellbeing Hub</li> <li>• Be a visible presence around the school and role-model expectations and standards to all colleagues and students</li> <li>• Promote the general progress and well-being of students</li> <li>• Follow all safeguarding protocols to protect the welfare of all young people</li> <li>• Promote the Fort Pitt Values</li> </ul>
<b>Supporting the Pastoral Team</b>
<ul style="list-style-type: none"> <li>• Attend pastoral meetings</li> <li>• Support HoYs/AHT/DHT in parent/carer meetings</li> <li>• Support with transition at 6 into 7, 9 into 10 and 11 into 12</li> <li>• Develop links with governors, partner schools and the Beyond Schools Trust</li> </ul>
<b>Wellbeing</b>
<ul style="list-style-type: none"> <li>• To maintain and oversee the Wellbeing Hub</li> <li>• To be fully aware of educational and other developments in mental health and wellbeing</li> <li>• Support students' mental and physical wellbeing</li> <li>• Uphold rigorous safeguarding processes</li> <li>• To be trained as a Designated Safeguarding Lead (DSL)</li> </ul>
<b>Team</b>
<ul style="list-style-type: none"> <li>• Work collaboratively with pastoral and senior leadership teams</li> <li>• Liaise with students</li> <li>• Support and attend evenings and events</li> <li>• Support and attend specific assemblies</li> <li>• Be a team player within the larger support team network to help during busy/emergency situations</li> </ul>

## Student Wellbeing Lead Person Specification

<b>Qualifications</b>	
<b>Essential</b> <ul style="list-style-type: none"> <li>• GCSE level including English and Maths</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Evidence of further training</li> </ul>
<b>Experience</b>	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Ability to challenge and motivate students</li> <li>• A positive influencer</li> <li>• Ability to inspire stakeholders</li> <li>• Ability to work as part of a successful team</li> <li>• Initiative</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Involvement in extra-curricular activities</li> </ul>
<b>Professional Knowledge and understanding</b>	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Ability to listen and foster positive relationships</li> <li>• High levels of emotional intelligence</li> <li>• Awareness of child protection and safeguarding</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Successful record of working in a school setting</li> <li>• Up-to-date knowledge of current educational developments</li> </ul>
<b>Skills and Attributes</b>	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Ability to enthuse and engage students</li> <li>• Ability to develop good relationships</li> <li>• Empathy and understanding of the needs of key groups</li> <li>• Ability to deal with emotive situations</li> <li>• Ability to work successfully as part of a team, sharing good practice</li> <li>• Ability to manage time and prioritise workload</li> <li>• ICT and computing skills</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Experience of raising student aspirations and ambitions</li> </ul>
<b>Personal Qualities</b>	
<b>Essential</b> <ul style="list-style-type: none"> <li>• Drive, grit, innovation and creativity</li> <li>• Enthusiasm, positivity and a sense of humour!</li> <li>• Honesty, integrity and a desire to put students at the heart of all you do</li> <li>• A willingness to 'get stuck in' and help make the school exceptional!</li> <li>• Commitment to inclusion, diversity and equality</li> </ul>	<b>Desirable</b> <ul style="list-style-type: none"> <li>• Ability to be reflective, adaptable and self-critical</li> <li>• Ability to empathise</li> </ul>



## **Student Wellbeing Lead- Application Process**

In addition to completing the online application form you are requested to submit a supporting statement no longer than 1 side of A4 outlining your suitability for the role and why you would like to work with us here at Fort Pitt.

Please submit your application and supporting statement to Mrs Mary Burling, PA to the Headteacher or by email to [headteacher@fortpitt.co.uk](mailto:headteacher@fortpitt.co.uk).

**Deadline for applications: 12:00 p.m. Friday 25<sup>th</sup> February 2022**

**Interviews will take place shortly after the closing date**

Further information about Fort Pitt Grammar School can be found on our website at [www.fortpitt.co.uk](http://www.fortpitt.co.uk) In addition, potential candidates are warmly encouraged to take an informal opportunity to visit or telephone the school prior to applying.