



Pastoral Leaders

Invest in your pastoral teams – both teaching and non-teaching

Pastoral leaders play a key role in schools, supporting student attendance, well-being, behaviour and academic success. In doing so they create a culture where everyone is valued, included and thrives, and where all achievement is celebrated.

More than ever, we need to look after pastoral teams, train them and equip them for the challenges and opportunities of their roles, both now and for the future. This Pastoral Leaders programme recognises and responds to this need.

Programme aims:

- ▶ Lead with greater confidence, clarity and effectiveness.
- ▶ Build stronger and more successful pastoral teams.
- ▶ Increase your individual and collective impact.
- ▶ Overcome barriers to learning and achievement.

Ideal for: Current and aspiring pastoral leaders – heads of year, heads of house, behaviour managers, progress leaders, teaching assistants, student mentors, and many more.

Delivery partner training and resources:

Using SSAT's nationally recognised materials, two leaders from your school will attend an online facilitator training. They can then adapt and deliver the programme to a cohort of staff in your school or across your networks, with the potential to generate income.

Facilitator training: Online training for two or more facilitators is delivered at a time to suit you. Facilitator training is approximately three hours.

Group sizes: Deliver training to groups of up to 20 participants. Need more? Speak to us about running multiple cohorts.

Pastoral Leaders modules

The programme provides opportunities for pastoral leaders to come together, share and develop their practice. Each module is approximately two hours. Delivery partners must deliver a minimum of six modules.

Module 1

Vision, values and culture

Module aims

- ▶ Consider the 'Why' of pastoral leadership.
- ▶ Reflect on your vision for pastoral leadership.
- ▶ Explore how to bring the vision and values to life.
- ▶ Understand the importance of creating an identity and culture.
- ▶ Ensure your pastoral strategy has impact.

Module 2

Supporting positive student behaviour and progress

Module aims

- ▶ Focus on the importance of seeing the child amidst the data.
- ▶ Consider strategies for improving attendance and punctuality.
- ▶ Reflect on the impact of rewards and sanctions.
- ▶ Explore the role of pastoral leaders in improving progress and achievement.

Module 3

Meeting student needs

Module aims

- ▶ Identify the needs of children and young people in our school(s).
- ▶ Consider the impact of covid and other societal factors.
- ▶ Discuss strategies for supporting well-being and mental health.
- ▶ Explore safeguarding and specific groups (EAL, SEND, PP).
- ▶ Reflect on mechanisms, systems and structures to support children, parents and families.

Module 4

Supporting students' personal development

Module aims

- ▶ Consider how we identify and celebrate student's involvement in activities, within and beyond the school.
- ▶ Explore how to encourage engagement in the wider school curriculum.
- ▶ Focus on the development and mapping of a structured pastoral programme.
- ▶ Explore the 5 C's (character, citizenship, community, charity and careers).

Module 5

Leading self and others

Module aims

- ▶ Consider the importance of self-care and looking after each other.
- ▶ Explore how we manage workload.
- ▶ Reflect on crisis management versus strategic leadership.
- ▶ Identify networks of support.

Module 6

Communication with stakeholders

Module aims

- ▶ Reflect on the power of positive communication.
- ▶ Consider stakeholder engagement (including multi-agency working, parents, families and carers, students, colleagues).
- ▶ Explore how to manage difficult conversations.

Module 7

Leading a team

Module aims

- ▶ Explore characteristics of high performing teams.
- ▶ Consider responsibility and accountability.
- ▶ Develop others.
- ▶ Reflect on three things to hold on to.

Module 8

New - Complex needs – understanding the child

Module aims

- ▶ Consider our role in advocating for the child.
- ▶ Reflect on ensuring the child has a voice and is heard.
- ▶ Explore how we can establish clear plans and pathways for success.
- ▶ Focus on holding the child at the centre and committing to their journey.

Module 9

New - Building trusting relationships

Module aims

- ▶ Discuss how we create emotionally safe and secure schools.
- ▶ Reflect on how we balance compassion and consistency.
- ▶ Explore how we can promote belonging, positive learning and social behaviours.
- ▶ Consider the impact of trauma and Adverse Childhood Experiences (ACEs).

Module 10

New - Leading an inclusive school culture

Module aims

- ▶ Emphasise the importance of leading by example and building the culture.
- ▶ Reflect on how we choose to treat children.
- ▶ Consider our connections to families and the community: how can we reach beyond the school gates.
- ▶ Discuss the need for resilient leadership and to embrace the challenge.