

THE SPIRES
COLLEGE

Pastoral Support Manager

37 hours per week, term time + two weeks
Permanent

Closing Date: Tuesday 1 December 2026
Interviews: Monday 7 December 2026

Thank you for your interest in this position at The Spires College. This brochure is designed to provide you with information about the specific role and department, the college and our community. We welcome prospective candidates to contact the college for further information or to arrange a visit. Contact details are on the last page.



Dear Candidate

I am delighted that you have requested further information regarding the position of **Pastoral Support Manager** at The Spires College. As Principal, recruiting new colleagues is really exciting. I am committed to providing an excellent education for every child in our learning community and every new member of staff adds something more to strengthen our team.

The Spires College has a very positive, friendly atmosphere. The staff care passionately about the well-being of the children and our students are vibrant, enthusiastic and affable. The concept of community is something that I believe is essential for a successful school and we all strive to ensure that every member of our community feels valued, and contributes positively to College life. Our primary focus is, and will always be, developing superb teaching and learning across all areas of the College. Pedagogy underpins all we do and all staff at The Spires College are committed to their own learning. We have keen, willing learners who really want to receive a first class education. However students can only learn effectively when they are well equipped to do so, and so high quality pastoral care is essential.

We are passionate about the importance of pastoral care and fervently believe that this support is a key factor in unleashing the power of education to transform lives. The successful applicant to this post will support a Head of Year within our Pastoral Management team to oversee the academic progress, welfare and pastoral support of each student in the year group. They will be dedicated to bringing positive outcomes for all young people and will support students to develop their own capacity as independent and reflective learners.

Working at The Spires College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives. As a College, we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit The Spires College to help you decide if this is the role for you. Contact details are on the last page of this brochure.

With best wishes

Alex Newton
Principal

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The Role

This non-teaching role is essential in providing exceptional pastoral care to our students, ensuring their well-being and academic success. Ultimately, every member of staff at the College is responsible for ensuring that every student makes good academic progress and the PSM role is no different as their work ensure that potential barriers to success are removed.

Working alongside a Head of Year, Pastoral Support Managers support students across various areas, including well-being, behaviour, safeguarding and attendance. PSMs collaborate with various teams, both within College and externally, to create a supportive and positive environment that enables every student to thrive.

Pastoral Support Managers are crucial in building a positive culture and strong sense of belonging within their Year Group. Working with one Year Group as they progress through the College allows PSMs the opportunity to develop trust and strong relationships with students and their families, thus ensuring that each student receives the support they need to succeed.



Job Description
Pastoral Support Manager
2026

Grade and Salary:	Grade F, SCP 12-17, £29,542 - £32,046 pro rata actual salary - £25,835 – £28,025				
Contract Type and hours:	Permanent 37 hours per week, 40 weeks per year (term time) *				
Working Pattern:	**Mon**	**Tues**	**Weds**	**Thurs**	**Fri**
	8 am – 4 pm	8 am – 4 pm	8 am – 4 pm	8 am – 4 pm	8 am – 3.30 pm
Accountable to:	Head of Year				
Commencing:	As soon as possible				

*1480 hours per annum (which is nominally 37 hours per week x 40 weeks). The normal working day will be between 8 am to 4 pm (term time) and will include an unpaid break during the day. The payment of 2 additional weeks beyond the normal term time of 38 weeks reflects that there will be a requirement to attend all INSET days and to undertake duties outside the core times. These will be planned in advance and include parent's evenings, school recruitment events, meetings with parents and home visits.

Introduction

This Job Description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list, and duties / specific tasks may be varied from time to time, which do not change the general character of the job or the level of responsibility entailed. This will allow flexibility for the College to respond to changing priorities and support and enhance individual professional development. This is not an exhaustive list and it is the practice of the College to examine job descriptions periodically, update them and ensure that they continue to relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Principal/Line Manager in consultation with the post holder.

As the rate of pay above includes payment in lieu of leave entitlement, public holidays and locally scheduled holidays, under normal circumstances, there is no leave entitlement during term-time.

Specific Responsibilities

You will:

- Support the relevant Head of Year.
- Deputise for the Head of Year in their absence.
- Support in-year admissions and their induction to the College.
- Undertake supervision duties at breaktime, lunchtime and after College.
- Support extra-curricular activities such as homework club, and College trips and visits.
- Support the Head of Year to build a positive culture in the Year Group, so that all students feel known and have a sense of belonging.
- Build and maintain positive relationships with parents/carers.
- Communicate effectively with teams across the College.

Student Welfare

You will:

- Maintain relevant databases and record keeping for the Year Group, including use of CPOMS.
- Support Heads of Years in completion of referrals and liaison with outside agencies such as CAMHS, Torbay Safeguarding Hub, Police, School Nurse, Torbay Alternative and SEND provision, MHST, Checkpoint, Torbay Virtual School and others as appropriate.
- Represent the College at meetings with external agencies as appropriate.
- Supporting the safeguarding team as required, for example, attending TAF or CIN meetings.

Student Behaviour

You will:

- Promote behaviour for learning by helping students to improve their behaviour and intervening where student behaviour needs to be corrected; working with parents and carers to improve student behaviour.
- Contribute to the development and deployment of College behaviour strategies.
- Provide behaviour support and intervention during teaching sessions e.g. by participating in Support Call arrangements.
- Assist in the development and deployment of reintegration plans for students requiring support with behaviour.
- Support the Head of Year to investigate specific incidents to gain clarity and ensure a timely and appropriate response.

Student Attendance

You will:

- Liaise with parents and carers to support good attendance.
- Where necessary, arrange meetings in College or undertake home visits, liaising with parents/carers.
- Support the EWO as required to apply and oversee any legal processes used to ensure students attend College.
- Use data to identify students with poor attendance and support the Head of Year to implement strategies to improve the attendance of individual students.
- Maintain accurate records of interventions.
- Ensure effective support for children with medical conditions (including the use of individual healthcare plans and support for mental health difficulties).
- Support the Head of Year to implement plans with the aim to reintegrate students who have displayed Emotionally Based School Avoidance (EBSA).

School Culture

You will:

- Help create a strong College community, characterised by consistent, orderly, caring and respectful relationships.
- Help develop a College culture and ethos that is utterly committed to achievement.
- Create and sustain a positive learning culture.

General responsibilities generic to all non-teaching staff

- Support in the provision of a high quality education for the students of the College.
- Support the enhancement and operation of the learning environment.
- Provide a high standard of support to staff and students within the department, wider College or as directed by the Principal.
- Support other support staff by covering their duties if they are absent from work;
- Support the maintenance of good administrative practices in the College;
- Support the process of College development planning;
- Take part in the College's appraisal scheme;
- Comply with all College policies;
- Undertake appropriate training as and when required;
- Self-manage time to ensure all tasks are completed as directed by the line manager;
- Meet as required with the line manager to review work and determine priorities;
- Respond positively, at all times, to the needs of students, parents, colleagues and governors;
- Supervise a whole class in an emergency situation;

- Carry out any other duties as designated by the Principal or their representatives within capability as determined by the Disability Discrimination Act;
- Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships;
- Help develop a culture and ethos that is utterly committed to achievement;
- Help to create and sustain a positive learning culture;
- Support the behaviour of students;
- Act as a role model for students particularly in dress, punctuality, behaviour, language and conduct.

Health and safety responsibilities generic to all staff

You will:

- Adhere to health and safety policies/procedures and current statutory health and safety requirements.
- Attend training as and when required for the purposes of safeguarding children and corporate safety.
- Ensure the College is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS).

The college is committed to safeguarding and promotion the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS disclosure with barred list information.

Person Specification
Pastoral Support Manager
2026

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The following list is indicative of the kind of person we are looking for but **not all of these criteria are essential**.

		Essential	Desirable
Qualifications	English and Maths GCSE at a minimum of Grade C or equivalent	✓	
	Good standard of literacy and numeracy	✓	
Professional Experience & knowledge	Experience of working with young people	✓	
	Experience of working in a school environment	✓	
	Experience of collaborative working with external organisations and agencies	✓	
	Evidence of continued professional and or personal development	✓	
	Experience of using threshold matrices or similar to determine when needs reach a threshold to trigger intervention		✓
	Knowledge of relevant regulatory or legislative framework e.g. school attendance and safeguarding regulations		✓
	Good working knowledge of school systems such as CPOMS		✓
	Knowledge of the framework for SEND and its implications for schools		✓
Skills	Good office admin ICT skills	✓	
	Good database skills; able to enter, extract, analyse and present data	✓	
	Able to communicate effectively with parents and carers	✓	
	Able to formulate plans to address needs	✓	
	Able to persuade others	✓	
	Able to negotiate with others	✓	
	Able to relate effectively to young people and influence their behaviour	✓	
	Able to work effectively with colleagues and form positive relationships	✓	
	Able to travel to undertake work away from the normal workplace	✓	
	Able to undertake occasional work outside normal work hours	✓	

	Ability to keep confidentiality	✓	
	Professional manner, actions and appearance	✓	
	Approachability, flexibility and tenacity	✓	

Beliefs	Believe in inclusivity and equality.	✓	
	Committed to raising aspirations and believe in the potential of all young people to achieve highly.	✓	

The College

The Spires College is a co-educational, 11-18 bilateral school with a selective stream. It is situated in the Plainmoor district of Torquay, within the Local Authority of Torbay.



There are currently approximately 1160 students on roll, of whom a higher than average percentage are in receipt of Pupil Premium funding. We are a friendly, caring college which puts the needs of our children at the heart of all we do. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident and considerate young adults. Underpinning all of this are excellent standards of pastoral support and care that allow children to feel safe and valued.

The Spires College is one of very few schools in the country with bilateral streams. This allows us to take up to 60 students each year into a selective stream (out of a 210 PAN). Torbay is an area with a selective, grammar school system, where parents can choose for their child to take the '11+' test if they wish for them to apply for a place at one of the selective schools in the area. Our bilateral stream allows us to maintain a truly 'comprehensive' intake because it means we admit students of all abilities and backgrounds.



We have a modern, purpose-built building offering fantastic facilities for both students and staff alike. We aim to give all full-time teachers their own classroom. We are committed to the professional learning of our teachers to ensure classroom practice is as good as it can possibly be. Every teacher follows a personalised development programme based on individual needs and interests.



The College is over-subscribed with a reputation for combining academic success with an inclusive, family-friendly approach. Our most recent Ofsted inspection in November 2022 was overwhelmingly positive, and can be found on the College website.

Staff Benefits

We organise College-life with staff well-being in mind. Centralised detentions and behaviour support allow teachers to focus on the most important things: teaching and learning. Our approach to teaching is based on an understanding of the positive impact of professional autonomy upon job satisfaction, and on the importance of allowing subject specialists to address the requirements of their own subjects in their planning. In this way, teachers are able to respond to the needs of the students in front of them.

The College invests heavily in staff CPD: a significant amount of time is dedicated to this. We have developed our own provision to support ECTs rather than relying on an 'off the peg' model; we prioritise the induction of all new staff and regard this as an ongoing process; all staff have an entitlement to high-quality CPD that addresses their own needs and priorities.

Other staff benefits include:

- Full membership of the Teachers' Pension Scheme or local government scheme. We also support staff to access high quality advice about their pensions.
- Access to a wide range of discounts at hundreds of big-brand online and high street stores.
- Salary sacrifice schemes to buy a new car or bicycle (these offer the opportunity to pay for these items from your gross salary saving the Income Tax and National Insurance contributions you'd normally make on this income).
- Free staff access to the College fitness suite.
- Discounted gym membership at a commercial gym.
- Access to an employee assistance programme offering a 24 hour helpline and support with financial, legal and employment issues.
- A free annual flu vaccination.



To give prospective candidates an idea of what it is like working at the college, we asked our staff to explain why they chose to work here and what their experience has been like. This is what they said…

Role:	**Lead Practitioner**
Time at the College:	**One month (at time of writing)**

Reading the school's Teaching and Learning policy really piqued my interest and it was this that encouraged me to apply for the role as Lead Practitioner. The coaching model is both effective and sensible, and is tailored to ensure that each teacher is supported with their own individual needs, rather than a 'one size fits all' approach. Teacher autonomy is highly encouraged, and it was apparent from my first visit to the College that teachers here are happy and fulfilled - they are free to take lessons in the direction they see fit to ensure that the needs of their classes are being met. The whole staff body are really friendly and approachable, which as a new member of staff is really important; I have been made to feel exceptionally welcome. Leadership care about their staff and their students and the warm, nurturing ethos shines through in all aspects of the College.

As we all know, student behaviour can have a huge impact on your day - the students here really are excellent. They readily accepted me as their new teacher and are working really hard. The behaviour system is easy to follow and supports all students and staff to have the best possible outcomes each lesson. I have been most impressed, though, with the behaviour in the corridors. The students here are calm and polite and really hold themselves with decorum over their unstructured time. I have only been here a few weeks, but I am very happy I made the move. I have thoroughly enjoyed every day and leave at the end of the school day excited for the next!

Role:	**Lead Practitioner**
Time at the College:	**Since September 2024**

Why did you want to work here?

I was drawn by the principles of teacher autonomy which underpin the College's approach to teaching and learning. It seems rare to find a school which still values this as highly as The Spires College. Added to this, when I came to the school for the first time, it was clear to see how the values outlined on the website were being lived by the staff and students - it wasn't just empty words as a sales-pitch!

What are the most notable things about working here?

The level of trust afforded to staff and the collegiate, supportive nature of everybody at the college. Equally, workload is sensible and manageable. Leaders are aware of the demands on teachers (they all still teach, which is important in this regard!) and are considerate of these.

Would you recommend working at The Spires College and why?

I fully recommend The Spires College as a place to work. It is exceptionally well-led, and this filters down into all other aspects of the job. The focus on professional development is excellent, and the students are highly respectful and receptive.

Role:	**Lead Practitioner**
Time at the College:	**Since September 2024**

My move to The Spires College involved a relocation after working at my previous school for 12 years. I was apprehensive about starting my new role but the staff at the College have been incredibly welcoming and supportive. SLT gave up their time even before the interview to have some initial discussions about the role and for me to share my thoughts. Even though the interview was challenging, the day was very informative and done in a very supportive atmosphere. Since starting in September, the induction process has been informative and well-structured, and I continue to feel comfortable to ask for any ongoing support. I really feel that my opinions are not only listened to but valued. I've been impressed with the drive the school has to improve outcomes for the students and how it places the professional development of staff as a fundamental priority. If you want to challenge yourself to be the best teacher you can be, The Spires College is somewhere you can definitely do that. I know I am looking forward to continuing my journey here with the support of a great group of staff and students.

Role:	**Assistant SENDCo**
Time at the College:	**14 months (at the time of writing)**

The school has such an inclusive, welcoming atmosphere and everyone is encouraged and helped to develop their skills and knowledge. The staff are so supportive of both each other and the students. Help is always on hand for any queries or concerns you have and everything is done with the needs of the students in mind. It really is a great place to work and teach, and I would encourage you to apply.

Role:	**Teacher of Music**
Time at the College:	**Joined September 2018**

Why did you want to work here?

The Spires College appealed to me as it looked like an exciting and forward thinking place to work. The Spires was in its fourth year since rebranding as a College when I joined and I was really impressed by how much the school had achieved in such a short space of time. Compared with other schools in the area, The Spires stood out as being independent. This appealed to me, having experienced academy chains with a 'one size fits all' approach to education. At the time that the vacancy came up, I was looking to relocate and the location of the Spires College, being in Torbay attracted me to the area as well.

What was your interview day like?

I was impressed by how welcoming and friendly all of the staff and students that I met on the day were. Obviously I was nervous but I felt that because everyone I met was so friendly and genuine when I spoke with them, it helped to alleviate my nerves somewhat and it put me at ease. The structure of the day was well thought out and I felt that I had ample opportunity to learn all I wanted about the college and the post I had applied for.

One of the things that stood out to me was how open and sincere the leadership team were when they did the introductions to the college in the morning and during the interview. It felt refreshing to hear members of the leadership team speak so fervently and confidently about their own ethos around how education is delivered at The Spires College. It was really clear that a well-rounded and broad curriculum for children is the most important aspect of the College. In addition, the trust and faith in the teaching staff at the college was held in equal importance to this.

What are the most notable things about working here?

As I have mentioned previously, the trust that is put in the staff working at the college is excellent. I personally feel valued as a member of staff working here and the recognition I have received for the work I have put in has been very rewarding. I feel like there is a genuine sense of team spirit and all staff are working to the same goal of making the college the best place it can be for the children that attend. We are given excellent opportunities to take ownership of our personal staff development. It is something that the school have invested heavily in and I feel that I have opportunities to be reflective of my own practice and I am able to push myself and try to develop and share new ideas to improve my teaching. The way in which heads of year work with students, tutors and pastoral managers is really consistent and effective too. Working in the music department, I feel very lucky that we have access to a wide range of high quality instruments, rehearsal spaces and equipment. The space and facilities gives me the opportunity to be more creative when designing schemes of learning and allows me to offer a broader range of musical experiences to the students at the College. I have worked in several schools throughout my teaching career but I have never worked in a school that has such a good quality SEND department. There are a high number of support staff and all that I have worked with have been excellent in supporting students in my lessons.

Would you recommend working at The Spires College and why?

Yes. When I was appointed at The Spires, I took a step down from my previous role as a head of department and moved nearly 300 miles to work at the school. This was a difficult decision as it was a big move for me and my family and I had a good reputation in my previous school where I had built up a successful department over a number of years, so it was a lot to leave behind. It didn't take long for me to settle and feel happy at The Spires. As mentioned above, this is due to a number reasons but mainly because of how well the school runs. The children that attend are a diverse range of people with a great attitude and they are a pleasure to teach. I enjoy coming to work and feel valued as a teacher. I feel like the leadership decisions are carefully considered and made with the best interests of students and staff at heart. As a result, the direction that the school is moving in is positive and forward thinking. I feel valued, supported and happy in my role at The Spires College and would happily recommend it to anyone.

Role:	**Assistant Head of Science**
Time at the College:	**5 Months (at time of writing)**

Why did you want to work here?

The Spires College provided me with an opportunity to work in an ambitious, enriching and purposeful school. The college has a wide demographic of students which makes it a highly rewarding and challenging place to work. The huge number of extra-curricular activities available to all year groups demonstrated that the College places a high value in developing well-rounded young people.

What was your interview day like?

From the point I was offered my interview I felt valued and welcomed by the College. All communication was positive and gave me a real sense of the ethos of the College. My interview day was well organised, professional and allowed me to get a good understanding of the College. The Principal was on hand to answer questions, which she answered with great honesty, openly discussing strengths as well as weakness and areas for improvement. All staff I met on the day, from admin staff to SLT, were equally happy to engage in discussions about the school - highlighting the sense of community within the college but also the importance of the school in the wider community. I left my interview wanting the opportunity to work at the college, knowing that it would be a fantastic place to improve both as a teacher and as a leader.

Would you recommend working at The Spires College and why?

Yes, 100%. The Spires College is a unique place to work offering fantastic opportunities for staff development, but its core purpose is clear: it wants all members of its community to grow, learn, enjoy and excel.

Role:	**Deputy Head of Creative Arts and Technologies, Teacher of Drama**
Time at the College:	**Joined September 2016**

Why did you want to work here?

I was informed of an opportunity to work at the College by a former colleague and came over for a visit and tour. I remember being surprised on my arrival that this was done by the Principal. From the minute I entered the College and began discussing the journey the College was on and the future plans for the Creative Arts and Technologies Faculty with Alex, I knew this was a place that was moving forward. I was excited by the scope of opportunity the role would provide me and the vision and personal drive Alex had for the College.

What are the most notable things about working here?

The thing I always tell people about working at The Spires College is that in my entire time of working here I have never had a request turned down that I felt would enhance our students' experience at the College. Alternatives may be suggested and compromises may be made, but I have been astonished at the level of support given by the leadership team to allow me to succeed and ensure our students are given every opportunity to achieve on a national scale. I feel that as a College we work incredibly hard to support the whole student, not just at the times they enter our classroom, but in every aspect of that child's school life. This obviously

begins with the pastoral team, with which I have been lucky enough to work, who offer a level of care and attention that, at times, goes above and beyond the job description. Finally, the thing that makes this school such a pleasant and positive place to work, is that the staff as a whole, from the caretakers to the Principal, are all totally invested in working to make the College the best possible school it can be, and when so many people have such a clear common goal it creates an exciting and energising place to work.

Role:	**Teacher of Geography**
Time at the College:	**Joined September 2019**

Why did you want to work here?

I was first attracted to the College by the information pack created for the job advertisement. There was a clear sense that the school knew its own direction of travel and trajectory. The strong exam results the school had gained were evidence of the quality of the teaching here, and the clear emphasis on the importance of CPD tied in with my own teaching philosophy. Another feature that was really important to me was that I was looking for a school that had high expectations of both pupils and staff, and wasn't afraid to enforce these. Finally I was looking for a school that had clear structures and systems in place for the day-to-day running of the school, and it was easy to find these through the website and the plentiful communication to parents.

What was your interview day like?

The first thing I would say about my interview day is that the information presented to me beforehand was extremely helpful, and more thorough than any other interview I have been to, particularly regarding practicalities such as parking. Having some assistance with these areas really helped me to relax and focus on the tasks the day would involve. I was also helped beforehand by the class teacher whose class I was taking, as he was happy to help me with resources and understanding the class context before the day. On the day itself I was really impressed by the members of the SLT that I met, and the values that govern their approach. Their transparency was refreshing and confirmed my previous thoughts about the quality of the leadership at the school. The rest of the department I would be joining were also really friendly and welcoming, which helped to settle nerves! The school building also struck me as a nice environment to work in.

What are the most notable things about working here?

The quality of the professional development is very high and teachers are equipped individually and collectively to be the very best that we can be. New ideas and approaches are valued, whilst expectations are high of both students and staff. I feel that the department I work in is really well-resourced and that ambition to improve is widely shared amongst all staff.

Would you recommend working at The Spires College and why?
I would thoroughly recommend working here. I am excited by the journey the College is on, and the opportunities that we are able to present to our students. I can't think of a better context to work in if you are ambitious for your students and seeking to improve as an individual practitioner. And if you think that Torquay is too far for you to travel, don't! I live just off junction 27 of the M5 (close to Tiverton) and it takes me roughly 50 mins: it's definitely doable!

Role:	**Head of History**
Time at the College:	**1 week! (at time of writing)**

As a new member of staff I would say that the support and the welcome I've received at The Spires College has been exceptional, not only from my own department but also from IT, SEN, Pastoral Support, Senior Leadership and Support/Admin staff.

Role:	**Lead Practitioner for Mathematics**
Time at the College:	**Eight years (at time of writing)**

Would you recommend working at The Spires College and why?
I would wholeheartedly recommend working at The Spires College. Teaching here I feel valued as a professional, taking responsibility for my own development as a teacher through action research in a supportive environment where evidence-based practice is valued. There are opportunities for leadership experience and further professional development at every level; for instance, in the past year I have been supported through completion of the Chartered Teacher Programme, had experience in leading group coaching sessions for middle leaders, and led a strand of the college's professional development programme. There exist opportunities for progression within the College's leadership structure; within the last five years I have held several positions of responsibility in the mathematics department, culminating in my current position as Lead Practitioner, and I have also held the position of Acting Head of Year 11 and spent a year on secondment to the Senior Leadership Team.

Role:	**Head of Year**
Time at the College:	**Thirteen years (at time of writing)**

Don't hesitate to apply! You will be working in a supportive environment that values the importance of continuous development, for staff as well as students. The opportunity for people to further themselves professionally and personally will be noticeable as soon as you enter the building.

Role:	**Head of Year**
Time at the College:	**Eighteen years (at time of writing)**

It's a place where your opinion counts and you are given opportunities to flourish and develop as a teacher. The college is continually evolving into something bigger and better.

Role:	**Teacher of Geography**
Time at the College:	**Nine years (at time of writing)**

I really enjoy the level of enthusiasm from our students and the enjoyment they get from learning about new topics. Students are polite and inquisitive with a keen sense of identity to their local area and the College: an identify of which they are proud.

Role:	**Teacher of ICT**
Time at the College:	**1 term (at time of writing)**

I was apprehensive about moving to a new school but I did not need to worry.
The Spires College has an excellent induction programme, meaning I felt very prepared before my first day. My department were incredibly welcoming and could not do enough to help me settle in. The school has given me great support with behaviour management and offers an extensive CPD programme. After one term, The Spires College definitely feels like the school where I belong.

Role:	**SEN Specialist Teacher**
Time at the College:	**Four years (at time of writing)**

The school has a lovely atmosphere, the kind of atmosphere where you feel empowered to work to the best of your ability. The staff are friendly and support one another all the time, no matter how small the query is.

Role:	**Teacher of MFL**
Time at the College:	**Seven years (at time of writing)**

The best things about working here are students who engage with staff, come to lessons with a smile and are keen to do well, and working with a team of passionate colleagues who love what they do.

Role:	**Head of IT**
Time at the College:	**27 years (at time of writing)**

I feel the best thing about working at TSC are the people. Our students are fantastic and really value staff who care about them. The relationships between staff and students are what makes TSC the best place to work. This, combined with a staff team that support and look after each other, is why I love my job. Whatever I need to get my head around, there is always someone who is happy and willing to share their ideas, views or experiences. We are a team.

Role:	**Teacher of DT**
Time at the College:	**Six years (at time of writing)**

I have been teaching for more than 30 years and have worked in numerous schools in different areas of the country. I have been at The Spires College for 6 years and I can genuinely say this is the most supportive school I have ever worked in. SLT actually care about their staff's wellbeing and strive to make sure teachers have a work/life balance. They show empathy in dealing with teachers' needs beyond the classroom. Staff are supportive of each other and work across subject areas to deliver the best education possible for the students. I wouldn't want to teach anywhere else!

Role:	**LSA**
Time at the College:	**Five years (at time of writing)**

Working at TSC has proved to be one of the most rewarding career choices I have made to date. I work with such lovely people, and there is a great sense of team spirit and camaraderie! Every member of staff is so well supported, whatever their role within the school community, and the enthusiasm we all have is reflected in the success of our students at all levels. TSC is a very well run school, and I'm so proud to be in a position to be involved in the college's continued success!

Role:	**Teacher of MFL (ECT)**
Time at the College:	**1 term (at time of writing)**

I have been at The Spires College for four months and I have received some truly amazing support from colleagues not just in my department but from other areas of the school as well. What I like most about working here is that I am encouraged to think for myself about how I can support our students. I am given the freedom to develop and try new ideas in the classroom, knowing that we are not just interested in immediate outcomes but the processes of learning. This means that I work in a department that is constantly thinking about how we can improve and make the language learning journey as productive and enjoyable as possible for our students. Alongside this, I have been overwhelmed by our students' genuine desire to develop into well rounded young adults (or the vast majority, at least!). We have an interesting, unique, and warm student base and it is a privilege to be able to help them through their journey into young adulthood.

Role:	**Teacher of English**
Time at the College:	**One year (at time of writing)**

This is the best school I've worked at for its dedication to research and development of teachers. I've never had such a good CPD programme and I'm aware of so many more researchers and their work than ever before, which is having a direct and exciting impact on my own practice.

Role:	**Administrative**
Time at the College:	**Seventeen years (at time of writing)**

The Spires College is a real community within a community. Staff at all levels are very supportive of the children in our care and of each other: celebrating successes and coming together in times of adversity both professionally and personally. There is never any doubt that colleagues, whatever their role, will rally together and there is a genuine 'all hands on deck' approach whenever necessary.

The principal purpose of any school is, of course, the education of children and the consistent improvement in teaching and learning at TSC is evident from measures and outcomes. However, less easily measured is care. As more responsibility for the personal welfare of children and their families is carried by schools I have witnessed this school step up to, and beyond, the mark to ensure that the pastoral care here is second to none. The school centres on the whole person in the knowledge that well supported and nurtured children will not only have better educational outcomes but will benefit socially and mentally. There is not a one size fits all mentality here and I believe that all of our students benefit because of that.

There can't be a much better endorsement than this being the school I have chosen for my own children to attend. I simply wouldn't want to work anywhere else.

Living and working in the South West

Found on the 'The English Riviera,' Torquay is a coastal town in Devon. The population of this seaside town (65,245) accounts for as much as half of the wider Torbay area, a unitary authority containing Torquay and two other towns, Paignton and Brixham. The English Riviera offers 22 miles of beautiful coastline, with sandy beaches and tranquil countryside. Due to its unique geography on the South Devon coastline and countryside, the English Riviera has been awarded designated UNESCO Global Geopark status, one of only 7 geoparks in the UK and 140 in the whole world.



Over the last few years, this area has seen much improvement and benefits from ongoing regeneration, securing its place as not only a traditional Devon seaside resort, but also an up and coming area not just for tourism, but for education and investment too. Recent upgrades to the trunk road network in south Devon mean that The Spires College has a travel to work area which extends far beyond Torquay and incudes nearby seaside towns, sleepy villages, lively market towns and the vibrant cities of Exeter and Plymouth. Large parts of south Devon are classified as areas of outstanding natural beauty nestled between a dramatic coastline and Dartmoor National Park.

The region has much to offer people of all ages. Restaurants, cafes and bars are plentiful and the whole of this area of the South West has gained a reputation for offering fresh, local food. With the coast and the splendour of Dartmoor almost on your doorstep, there are abundant opportunities to keep busy and live happy, healthy lifestyles.

Approximate travel times* from:

Dawlish:	25 minutes	**Newton Abbot:**	15 minutes
Exeter:	25-30 minutes	**Okehampton:**	45 minutes
Honiton:	45 minutes	**Plymouth:**	1 hour
Ivybridge:	45 minutes	**Teignmouth:**	15-20 minutes
Kingskerswell:	15 minutes	**Totnes:**	20 minutes
Kingsteignton:	20 minutes		

*These are averages given by colleagues who commute from these places daily.



How to apply



As a college, we are committed to safer recruitment and, as such, can only accept applications that are on the college application form. These are available on the website or as a download with all of our job advertisements. Please contact us if you have any difficulty accessing this. Please note that a CV is not required and will not be accepted as a replacement for a fully completed application form. Please complete all sections of the form **in full**.

The application form includes space for a supporting statement or letter of application. This is a really important part of the selection process, and we weight it heavily in our short-listing process. Please use it to show how you have the skills, knowledge and experience to carry out the role for which you are applying to a high standard. Please also ensure it is written within the application form, rather than separately, and in a sensible font and size!

Your fully completed application should be returned by email to: jobs@thespirescollege.com. Please title your email "Application for Pastoral Support Manager". Please apply **by 9 am on Tuesday 1 December 2026**. Interviews are scheduled for Monday 7 December 2026.
If you do not receive an acknowledgement of your application by the end of the deadline day, please contact the College.

If you would like to arrange a visit or have an informal, confidential discussion, please email: jobs@thespirescollege.com or telephone the college using the number below.

Thank you for your interest in The Spires College.

The College is committed to safeguarding all of its students. All staff are required to adhere to our safeguarding policies and procedures and undertake a full enhanced DBS check.

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THE SPIRES
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