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**Head of Year**

**Salary:**   £33,867 to £37,133 (dependant on experience)
**Start Date:** September 2025
**Contract Type:** Full Time / Permanent
**Location:** The Lowry Academy, Salford



**Do you have the passion and determination to make a lasting impact on the lives of young people?**

We are looking for an exceptional individual to join our pastoral team as a **Head of Year** — someone who will lead with authority, empathy and clarity, ensuring that every student in their year group thrives academically, socially, and personally. This is not just a middle leadership role, It’s a chance to lead the culture of a year group — from punctuality and uniform to learning habits, rewards and reintegration. At The Lowry Academy, you will be a visible leader: on the gate, in the corridors, in lessons, and in assemblies. You will champion disruption-free classrooms, model high standards, and help every student meet our shared expectations.



**Our Values**

At The Lowry Academy, everything we do is underpinned by our five core values:

* **Aspiration**  – aiming high and working hard
* **Respect** – showing kindness and consideration
* **Confidence**  – believing in ourselves and others
* **Creativity** – thinking differently and solving problems
* **Resilience** – never giving up

As Head of Year, you will lead a year group in living these values each day — through behaviour, relationships, routines, and success.



**The Role**

As a **Head of Year**, you will:

* Lead daily line-ups and ensure students start everyday calm, prepared and ready to learn.
* Monitor student behaviour and attendance and act swiftly where concerns arise.
* Support and escalate behaviour through the use of detentions, Reflection, respite, suspension, and reintegration – working closely with our Behaviour and Inclusion Teams.
* Promote positive engagement with our rewards system, student leadership opportunities, and wider school events.
* Build trusted relationships with students, staff, parents and carers.
* Work closely with Safeguarding team to provide excellent pastoral care.
* Work closely with subject leadership to create the best possible conditions for student's academic success.
* Supervise students during detentions and social times, upholding the Academy’s high expectations.
* Coordinate and deliver assemblies that reinforce our values and celebrate student success.
* Provide visible, proactive leadership throughout the school day, acting as a role model in every space.
* Work as part of a dynamic and forward-thinking pastoral team committed to improving student outcomes and wellbeing.



**Who are we looking for?**

We welcome applicants from a wide range of educational backgrounds — whether you are an experienced pastoral leader or an ambitious colleague ready for the next step. You must have:

* Excellent behaviour management and relationship-building skills.
* A clear commitment to student safety, welfare and ambition.
* Confidence in leading key routines such as line-ups, detentions, reintegration meetings, and parent/carer communication.
* The ability to drive behaviour and attendance improvements through clear expectations, early intervention and effective communication.
* A belief in the power of routine, consistency, and high expectations for all.



**What Ofsted said (February 2024):**

“There are clear and well-adopted routines for how pupils should learn and behave. These help most pupils to feel happy in school.”

“Classrooms are typically calm and purposeful environments that match the school’s intention for ‘disruption-free learning’.”

We are proud of the progress we have made on our journey to Good — and as a Head of Year, you’ll be key to continuing that journey.



**Why join The Lowry Academy?**

At The Lowry Academy, we are relentless in our belief that every student can succeed. We support our students through clear routines, meaningful rewards, and strong adult relationships — and we support our staff through a structured CPD programme, shared planning days, and the backing of a national trust, United Learning.

As part of our team, you’ll benefit from:

* 8 INSET days per year (including 3 for planning only)
* Full access to United Learning CPD and networking
* Westfield Rewards staff discounts and wellbeing platform
* Free access to counselling and wellbeing support
* Cycle to Work scheme and onsite parking
* Bespoke career development pathways within our trust



**Apply Now**

We welcome visits so you can see the calm, purposeful atmosphere for yourself. To arrange a tour or speak informally about the role, contact  HumanResources@LowryAcademy.org.uk

***Closing Date: 9.00 am – Monday 16th June, 2025***

***The Lowry is committed to safeguarding and promoting the welfare of all of its students. This responsibility necessitates a child protection policy and robust procedures. Each student’s welfare is of paramount importance. Our Safeguarding and Child Protection Policy can be read on our website.***