**Assistant Headteacher (Pastoral)**

**Person Specification**

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| **Requirement** | **Essential** | **Desirable** | **How Assessed** |
| **Qualifications** | * Degree or equivalent * QTS * Willingness to work towards further qualifications * Level 3 Safeguarding Training | * NPQSL, Specialist NPQ or similar * Senior Mental Health Lead Training * Counselling qualification * Evidence of further, relevant qualifications | **A** |
| **Experience** | * Proven track record of high-quality secondary teaching * Experience of contributing towards multi-agency planning * Experience of working with students with SEN, including those presenting with challenging behaviour * Evidence of excellent behaviour management skills * Experience of leadership within a school context * Experience of involvement in processes to improve attendance | * Experience of working in a PRU or Special School setting * Experience of leading CPD for staff * Experience of delivering interventions to improve student mental health and wellbeing * Experience of line management responsibility * Experience in school (or subject) self-evaluation and improvement planning | **A, I, R** |
| **Knowledge and Skills** | * Ability to analyse data and use this to inform strategic planning * Good knowledge of best practice in safeguarding, including the requirements of KCSIE * Knowledge of statutory requirements for attendance * Ability to communicate clearly and accurately both verbally and in writing * Good knowledge of current educational issues | * Knowledge and understanding of working with students who have suffered childhood trauma * Knowledge and experience of restorative approaches to managing conflict | **A, I, R** |
| **Personal and Interpersonal Skills** | * Ability to establish effective working relationships with all members of the school community, parents and external partners/agencies * Ability to hold others to account, providing support and challenge as necessary * Strong personal drive and commitment to see tasks through to completion * Highly organised, with ability to effectively prioritise tasks and manage own time * Experience of multi-agency working * A clear alignment of personal drive with the school vision, ethos and values |  | **A, I, R** |
| **Safeguarding** | * Enhanced DBS * Current Basic Awareness certification * Satisfactory reference from current employer | * Further Safeguarding training in specific aspects e.g. Domestic abuse | **A, I, R** |