**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** |