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| **Person Specification** **Assistant Headteacher Pastoral Care** |
| The Person Specification is a picture of the skills, knowledge and experiences needed to carry out the job. Evidence will be assessed in the shortlisting and interview process for this post.Teachers from Secondary, Special or AP settings welcome to apply |
| **Requirements** | **Essential** | **Desirable** |
| **Qualifications and Career Development** | * SEND qualification
* Qualified teacher status with minimum five years teaching experience
* Evidence of recent professional development in leadership
 | * ASC qualification
* NPQML
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| **Experience** | * Implementation of SEND legislation
* Sound understanding of pedagogy in supporting learners with a wide range of barriers to progress including; social, emotional, mental health and wellbeing needs
* Ability to undertake effective planning and teaching at short notice
* Working with multi-disciplinary teams
* Experience of working in a mental health context
* Experience of supporting learners with ASC
* Understanding of Attachment and Trauma
* Sound understanding of Safeguarding and Child Protection in theory and practice
 | * Experience teaching 1:1 or small groups
* Experience of mentoring/coaching staff
* Pastoral Leadership experience

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| **Personal Qualities** | * Outstanding skills in communication
* Creative and responsive to rapidly changing demand
* Aspires to excellence for self and others
* Confidence and sensitivity when interacting and working with parents, carers and learners
* Excellent time management and organisational skills
* Empathetic and resilient in communicating and supporting children and young people with physical and mental health needs
* Open minded, motivated and creative
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| **Leadership and Management** | * High warmth, high expectations in approach to learners’ achievements
* Innovative and responsive to the changes in content and delivery of curriculum and to changing need
* Able to motivate and engage families, young people and staff
* Ability to evaluate school improvement priorities and set realistic targets for school development alongside the SLT
* Ability to encourage effective links with mainstream schools, local authority, national and international organisations
* Ability to undertake staff appraisal to secure outstanding curriculum intent, implementation and impact
 | * Knowledge of current AP legislation & medical needs education
* Awareness and understanding of Our Ways of Working in practise
* Experience in a Safeguarding lead role
* Curriculum Leadership experience
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| **Curriculum** | * Proven experience in the implementation, modification and development of the curriculum for all learners including those with additional needs
* Ability to use ICT confidently and creatively
* Effective observation, assessment and record keeping of learners’ progress to inform curriculum planning
 | * Experience of delivering cross curricular projects
* Knowledge of a variety of methods of assessment, programme evaluation and review
* Experience of design and delivery of Outdoor Curriculum
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