

Deputy Headteacher (Pastoral)

Person Specification

	Measured by: A - Application I – Interview R - Reference	Essential or Desirable
Personal Qualities		
Passionate believer in the concept of servant leadership and the willingness to place students at the centre of all decision making	A, I	E
Relentless commitment to uphold, nurture and live out the school's Vision, Mission and Underpinning Elements (Dignity, Community, Wisdom and Hope)	A, I	E
Practising Christian	A, I	D
Solution focused	A, I	E
Possess the drive, passion and commitment to lead whole school change whilst maintaining a positive disposition and supporting others	I, R	E
People orientated leader able to inspire commitment, enthusiasm and collegiality from all stakeholders	A, I	E
Values diversity and the dignity of every individual, recognising their unique God given gifts and talents	A, I	E
Demonstrates the highest professional standards and expectations at all times	A, I, R	E
Able to employ a range of leadership and management styles appropriately, to motivate others	A, I	E
Team player	I	E

Professional Experience		
Senior leadership experience in secondary education	A	E
Outstanding teaching experience in an 11-18 comprehensive	A, R	D
Proven understanding of current pastoral and learning developments	A, I	E
A record of recent sustained progress in raising standards in personal development, behaviour and welfare, with improved outcomes for young people	A, I	E
Developing and motivating a skilled and effective team	A, I	E
Proven recent successful experience of the leadership of whole school change	A, I, R	E
Proven recent successful experience of leading a Key Stage or whole school pastoral system	A, I	E
Proven recent successful experience of safeguarding, SEND, inclusion and alternative provision	A, I	D

Skills, Abilities and Knowledge		
Ability to initiate and maintain innovative pastoral design and delivery which creates the capacity for all students to learn	A, I	E
Demonstrates strong emotional intelligence in relationships with all stakeholders	A, I, R	E
Exceptional communication skills which inspire all stakeholders	I	E
Proven capacity to hold self and others to account	I, R	E

Education		
Good honours degree	A	E
QTS	A	E
Higher degree	A	D
Evidence of recent and regular professional development	A	D