This specification describes the qualifications, skills and personal qualities needed by the successful applicant for the post.

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Relevant Degree * Qualified Teacher Status (QTS/QTLS) * Relevant pastoral training | * Leadership training |
| **Knowledge and Experience** | * Experience of working in a school’s pastoral system including acting as a tutor * Communication with parents/carers * The ability to teach a subject to at least KS3 and KS4 | * Leading a pastoral initiative * Experience of working in a pastoral leadership role * Mentoring, Counselling or Coaching experience |
| **Abilities and aptitudes** | * The ability to maintain excellent standards of work and conduct in the classroom * A proactive team leader who recognises their responsibility to themselves and to their colleagues to develop further the aims of the school through participating in the development of the pastoral system and academic mentoring work and working with students and their parents/carers as partners * Good communication skills, including the ability to resolve conflict * The ability to listen * In possession of high-level administrative and organisational skills * Participation in the range of extra-curricular activities * A willingness to use ICT to enhance learning opportunities and to interrogate student data * The ability to work using your own initiative | * The ability and willingness to lead on whole school initiatives |
| **Educational Vision and Values** | * A commitment to work in a Christian community and to support the school’s ethos, including leading, organising and contributing to daily acts of worship * A commitment to ensuring that every young person can fulfil their potential, developing academically and personally throughout their school lives * A recognition that young people make mistakes and a commitment to helping them learn and grow from them |  |
| **Personal Qualities** | * Personal integrity and sensitivity * An enthusiasm to inspire students and their parents/carers * Meet the Fitness to Teach standard * Energy and positivity |  |