

## PASTORAL LEAD PERSON SPECIFICATION

Competency	Essential	Assessed	Desirable	Assessed
Attainments / Qualifications	A degree in education or other relevant field.	A		
	For teachers, QTS with a specialism in Maths, Physics or Computer Science.	A		
	Additional qualifications relating to safeguarding, SEND and/or pastoral care.	A		
Skills and Understanding	Excellent verbal and written communication skills; able to communicate effectively with professional agencies, parents, staff and students; able to manage difficult conversations.	A/I	Proven ability to meet targets and work within budgetary constraints.	A
	Ability to lead a team and enthuse others to achieve goals.	I		
	Empathy with students and colleagues.	A/I		
	Ability to work on own initiative.	A/I		
	Planning, organisation and time management skills.	A/I		
	Ability to remain calm under pressure.	I		
	An understanding of the pressures facing our students.	I		

Prior Experience	Substantial experience in education, including post-16.	A	Experience in a pastoral leadership role.	A
	A successful track record of influencing and implementing change.	A/I	Experience of residential provision, including post-16.	A
	Experience of working with external support agencies.	A/I	Experience in as or working closely with a SENCO	A
	Experience in the provision of pastoral care.	A	Experience in delivery a pastoral curriculum	A
	Experience in a safeguarding role.	A		
Behavioural Characteristics	A pro-active, can-do attitude.	A/I		
	Energised by a job well done.	A/I		
	Able to switch off when away from work.	A/I		
	Cooperative and collaborative.	I		
	Problem-solver and resolution seeker.	I		
	Have a clear vision of how to deliver pastoral excellence for students.	A/I		
	Commitment to leading with integrity, openness, and honesty.	A/I		
	Commitment to professional conduct.	I		
	Commitment to safeguarding and promoting the welfare of children.	A/I		
	Commitment to equal opportunities.	I		
	Reflective and committed to continuous professional development.	A/I		

A – assessed on the application form  
I – assessed at interview