

## PASTORAL LEADER: PERSON SPECIFICATION

Essential	Desirable	Evidence
<b>Qualifications and experience:</b>		
<ul style="list-style-type: none"> <li>• Educated to degree level or equivalent level 6 qualification or substantial experience in a role dealing with the public eg the police force or military.</li> <li>• GCSE English and Maths at grade 4+ or equivalent</li> <li>• Experience of working with children/young people in a supervisor capacity.</li> <li>• Experience of planning and evaluation.</li> <li>• Experience of conflict resolution.</li> <li>• Experience of training others.</li> </ul>	<ul style="list-style-type: none"> <li>• Safeguarding/child protection qualifications.</li> <li>• Experience of working with external agencies and other professionals.</li> </ul> <p>Experience of planning, preparing and delivering assemblies/talks to a large audience.</p>	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p> <p>Certificate/s (to be available at interview)</p>
<b>Knowledge and skills:</b>		
<ul style="list-style-type: none"> <li>• Ability to build and form good relationships with students, parents/ carers and colleagues.</li> <li>• Ability to work at pace and under pressure.</li> <li>• Ability to work constructively as part of a team, understanding school roles and responsibilities including own.</li> <li>• Ability to plan and lead assemblies.</li> <li>• Able to lead, develop and motivate a team of staff, delegating duties as</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of behaviour management strategies.</li> <li>• Working knowledge of planning and delivery of relevant learning activities.</li> <li>• Working knowledge of national requirements regarding the delivery of the curriculum and other learning programmes.</li> <li>• Working knowledge of relevant policies,</li> </ul>	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>

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<p>required.</p> <ul style="list-style-type: none"> <li>• Ability to improve own practice/knowledge through self-evaluation and learning from others.</li> <li>• Excellent verbal and written communication skills appropriate to the need to communicate effectively with colleagues, students, parents/ carers and other professionals.</li> <li>• Good standard of numeracy and literacy skills.</li> <li>• Ability to write reports, present and analyse data.</li> <li>• Ability to proficiently use ICT packages and equipment effectively.</li> <li>• Understanding of and commitment to principles of inclusion.</li> <li>• Ability to identify potential barriers to learning and lead strategies to overcome these.</li> </ul>	<p>procedures, codes of practice, and awareness of relevant legislation such as child protection.</p> <ul style="list-style-type: none"> <li>• Experience of working with SIMS MIS.</li> </ul>	
<b>Personal qualities:</b>		
<ul style="list-style-type: none"> <li>• Able to deal appropriately with confidential information/situations.</li> <li>• Emotionally intelligent with excellent interpersonal skills.</li> <li>• A strong presence.</li> <li>• Ability to remain calm in challenging situations.</li> <li>• Initiative and ability to prioritise one's own work even when under</li> </ul>		<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>



Essential	Desirable	Evidence
<p>pressure.</p> <ul style="list-style-type: none"><li>• Able to follow direction and work in collaboration with line manager.</li><li>• Able to work flexibly to meet deadlines and respond to unplanned situations.</li><li>• Willingness to work outside normal school hours.</li><li>• Efficient and meticulous in organisation.</li><li>• Desire to enhance and develop skills and knowledge through CPD.</li><li>• Commitment to the highest standards of child protection and safeguarding.</li></ul> <p>Recognition of the importance of personal responsibility for health and safety.</p> <ul style="list-style-type: none"><li>• Commitment to the school's ethos, aims and its whole community.</li></ul>		