

<p align="center">Job Description: Personal Development Leader</p> <p>Our Mission Our purpose is to inspire a love of learning, empower our college community with the knowledge and skills to help them make meaningful choices and contribute positively to the world in which we live</p> <p align="center">To achieve excellence in all aspects of school life. <i>Thurston Community College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.</i></p>	
Purpose of the role:	<p>To have strategic responsibility for student personal development. In doing so:</p> <ul style="list-style-type: none"> • Be an inspirational leader, committed to excellence for all in every area of the College's work • Work with the Vice Principal (Welfare, Student Development and Standards) to contribute to strategic planning for the College for both the short and long term, anticipating needs and responding to developments both in the local community and in a national and international context • To create a culture of student engagement and leadership • Development of a clear and ambitious vision for high quality personal development education for all students • Creation of an inclusive culture where all members of the community are valued and a culture of safeguarding is promoted
Line management	Responsible to: Vice Principal for Welfare, Student Development and Standards
Main duties and responsibilities:	<p>General</p> <ul style="list-style-type: none"> • To promote and safeguard the welfare of children and young persons for who you are responsible and with whom you come into contact • Actively support the ethos of the College • Organise and prepare for all lessons, and share good practice with colleagues wherever possible • Take an active role in ensuring the development and realisation of the College Development Plan • Treat each student as an individual with courtesy and respect • Teach lessons which meet students' specific learning needs, assess, monitor and record progress and be up-to-date with curriculum developments • Contribute to the marketing and promotion of the College <p>Undertake any other duty deemed reasonable by the Principal of the College</p>
Specific Role	<p>Leading, Managing and developing our Personal Development curriculum: To develop an outstanding PSHE/Citizenship curriculum by:</p> <ul style="list-style-type: none"> • Developing an outstanding 'lifeskills' curriculum which inspires, engages all learners as part of their normal timetabled curriculum offer • Develop and prepare high quality teaching resources and guidance materials to support the 'lifeskills' curriculum • Ensure we are fully compliant with statutory requirements in our planned delivery of PSHE; citizenship; British values and RSE • Complete lesson monitoring to ensure lessons are consistently delivered and engaging

	<ul style="list-style-type: none"> • To adapt the taught curriculum to be proactive and respond to emerging local or national issues, or the needs of the school or year group • To work with external organisations to support and offer specialist delivery • To work with the Assistant Principal Upper and Assistant Principal Lower School to develop the assembly programme and tutor time activities so that our personal development curriculum is fully coordinated and developmental. Enhance and promote the quality of the wider curriculum ensuring there is a clear entitlement that enables our students to experience a wide range of activities and build 'cultural capital' <p>To develop outstanding Student Leadership</p> <ul style="list-style-type: none"> • To inspire students to the highest levels of personal aspiration. • To have oversight of the student leadership opportunities we provide and support teachers to provide meaningful opportunities • To have oversight of student voice, analyse surveys and suggest areas for development • To support the student councils in their organisation and ability to effect real change <p>Student well-being</p> <ul style="list-style-type: none"> • To support all students to feel valued members of the school community • To support positive behaviour, maintaining firm but clear discipline and rewarding students in accordance with the school <p>Behaviour Policy</p> <ul style="list-style-type: none"> • To ensure that students' individual needs are supported • To support the pastoral care of students in the role of form tutor
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**Thurston Community College
Personal Development Leader
Person Specification**

	Essential	Desirable
Education, Qualifications, Training		
Educated to Degree level	Y	
Qualified Teacher Status	Y	
Evidence of further Professional Development		Y
Minimum of 5 years teaching experience		Y
Skills, Knowledge & Experience		
Excellent classroom practitioner	Y	
Experience of planning for change, development and improvement	Y	
The ability to set high and clear expectations	Y	
Ability to analyse, prioritise and meet deadlines	Y	
Excellent communication skills (written & verbal)	Y	
Commitment to supporting community/external agencies involvement in school	Y	
Commitment to safeguarding and promoting the welfare of children	Y	
Able to motivate, promote good relationships and effectively communicate with all stakeholders	Y	
Ability to work under pressure and deal with a multitude of tasks and priorities successfully	Y	
Be a confident and comfortable public speaker, in meetings and larger groups		Y
Personal Qualities		
Creative, enthusiastic and proactive, keen to embrace new ideas and challenges	Y	
Works well as part of a team	Y	
Able to build effective and positive working relationships	Y	
Organised and methodical approach to work		Y
Flexible, listens and is prepared to seek advice and support	Y	
Good sense of humour	Y	
Committed to continuing professional development for self and others	Y	
High level of professional integrity	Y	
Charismatic – having a ‘presence’	Y	
Other requirements		
Enhanced DBS Disclosure is required	Y	
Ability to understand and demonstrate a commitment to equality and diversity	Y	
Appropriate safeguarding training	Y	