

Person Specification: Deputy Pastoral Leader

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

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Good Level 2 qualifications in English and Maths (minimum GCSE Grade C/Grade 5 or equivalent) • Full, clean driving licence (preferably with D1) 	<ul style="list-style-type: none"> • Level 3 qualifications or higher • First-aid qualification(s) • Up-to-date training in positive handling • Minibus driving qualification
KNOWLEDGE AND EXPERIENCE	<ul style="list-style-type: none"> • Experience of developing and successfully implementing strategies to re-engage pupils in learning • Evidence of engagement with recent and relevant continuing professional development and research • Knowledge and understanding of how children form and develop positive relationships with adults and how to obtain best outcomes for all pupils, including disadvantaged pupils • Experience of using restorative approaches to resolve conflicts 	<ul style="list-style-type: none"> • Evidence of further professional development in an area linked to pupils' personal development and well-being • Detailed understanding of specific SEND needs e.g. ODD, ASD. • A working knowledge of SEND
ABILITIES AND APTITUDES	<ul style="list-style-type: none"> • Resilience, tenacity and an unwavering belief in the potential of all young people • The ability to set and maintain high standards of behaviour and conduct across the campus • Creativity, originality and the ability to think and act innovatively • Good literacy and numeracy skills. • Excellent communication skills using a range of media 	<ul style="list-style-type: none"> • Ability to contribute to cross-curricular and enrichment work • Knowledge and experience of using school management system(s)

	<ul style="list-style-type: none"> • High level administrative and organisational skills, including the ability to use ICT to manage records, evaluate progress and generate reports • Ability to work as a proactive team worker and independently • Ability to listen, adapt and reflect 	
EDUCATIONAL VISION AND VALUES	<ul style="list-style-type: none"> • Setting high expectations, maintaining high standards of participation, achievement and behaviour • Commitment to inclusive education and belief that all pupils can succeed • Commitment to continuing professional development and awareness of your own training needs • Commitment to embedding equity and inclusion in all aspects of your work • Allyship for diversity and an active commitment to anti-discrimination • A willingness to work in the whole school community and to support the school's ethos, vision and values 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Personal integrity and sensitivity • Adaptability and initiative • An enthusiasm to inspire pupils and their parents • The ability to converse at ease with pupils, parents and other users of the service and provide advice in accurate spoken English. 	