



**PERSON SPECIFICATION**

Attributes	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> <li>▪ Degree level qualification</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of commitment to pastoral professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ Evidence of success as a classroom teacher</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of working with other schools/organisations</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Evidence of continuing professional development relating to school management and pastoral development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability to identify own learning needs</li> </ul>
<b>Strategic Leadership</b>	<ul style="list-style-type: none"> <li>▪ Ability to articulate and share a vision of successful pastoral care in a school environment</li> <li>▪ Ability to inspire and motivate staff, pupils, parents and Governors</li> <li>▪ Ability to innovate and manage change</li> <li>▪ Knowledge of resource planning and management</li> <li>▪ Ability to analyse basic data, develop strategic plans, set targets and monitor and evaluate progress.</li> <li>▪ Understanding of what constitutes high quality pastoral provision in a secondary school</li> <li>▪ Able to promote equality of opportunity</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of successful planning, implementation and evaluation of pastoral programmes</li> <li>▪ Evidence of working with colleagues to deliver pastoral programmes to pupils and staff</li> <li>▪ Evidence of ability to build an aspirational ethos</li> </ul>
<b>Pastoral Care</b>	<ul style="list-style-type: none"> <li>▪ A secure understanding of the pastoral needs of young people</li> <li>▪ A secure understanding of the importance of safeguarding young people in a school environment</li> <li>▪ As understanding of the vital importance of outstanding attendance</li> </ul>	<ul style="list-style-type: none"> <li>▪ DSL trained</li> <li>▪ Experience of working with colleagues and parents in solving school attendance issues</li> </ul>
<b>Personal</b>	<ul style="list-style-type: none"> <li>▪ Enthusiastic and always positive</li> <li>▪ Motivational as well as highly motivated</li> <li>▪ Kind and patient in your approach</li> <li>▪ Ambitious for the pupils you lead</li> <li>▪ Excellent communication skills</li> <li>▪ Creative, courageous and resilient</li> <li>▪ Team player</li> </ul>	