

**NORTHWOOD SCHOOL**

**Person Specification – Senior Pastoral Lead**

This acts as selection criteria and gives an outline of the type of person and the characteristics needed to fulfil this role.

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| **Essential** | **Desirable** |
| **Commitment:**   * To raising standards * To working in partnership with other local schools , external agencies and the wider community * To working in a multi-ethnic environment promoting social cohesion and challenging social barriers to progress * To equality principles and practice * To the success of the school and of its students * To maintaining the caring and supportive ethos of the school * To the safeguarding of children and young people | * Commitment to extra-curricular activities |
| **Qualifications**   * Qualified Teacher Status * Good first degree in specialist subject | **Qualifications**   * Postgraduate qualification |
| **Experience**   * Experience of teaching specialist subject at two different key stages * A proven track record of raising standards for pupils of all abilities * Use of innovative approaches to development of teaching and learning, including the innovative use of ICT * Experience of monitoring and evaluating the quality of learning * Experience of contributing to development planning and to the process of continuous review and evaluation * Experience of providing a positive and supportive presence in the daily operations of the school | **Experience**   * Leading aspects of pastoral work |
| **Knowledge/Skills/Abilities**   * Thorough knowledge and understanding of current curriculum developments and how students learn * Leads by example and ‘walks the talk’ * Ability to analyse and interpret pupil performance data * Ability to ensure an ethos and structure for managing behaviour which enables all pupils to achieve * Ability to work effectively as part of a school team and with students and parents | **Knowledge/Skills/Abilities**   * Can act as a mentor and role model to other members of the Year Team or school |
| **Equality Issues**   * Demonstrable knowledge and understanding of equality issues and legislation | **Equality Issues** |
| **Other Requirements**   * Ability to work under pressure * Ability to prioritise * Ability to accept responsibility for problems that may arise and actively seek solutions * Excellent interpersonal & communication skills * ICT literate in Windows software | Willingness to ‘go the extra mile’ |

**The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**