

**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
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| **Qualifications*** Qualified Teacher Status
* Good first degree in specialist subject
 | **Qualifications*** Postgraduate qualification
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| **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

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| **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
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| **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.**