



PERSON SPECIFICATION

JOB TITLE	Deputy Head Pastoral
DEPARTMENT/SECTION	Pastoral

SAFEGUARDING:

Forest School is committed to safeguarding and promoting the welfare of children.

The postholder will be required to;

- Complete an Enhanced Disclosure and Barring Check (DBS).
- Complete Child Protection Training.
- Promote and safeguard the welfare of all children and young persons they are responsible for, or with whom they come into contact.

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS:		
<ul style="list-style-type: none"> • Teaching qualification • Educated to degree level 	Y Y	
EXPERIENCE:		
<ul style="list-style-type: none"> • Working at a strategic level • Experience of managing people and resources in a changing and dynamic environment • Experience of leading effective communications in this area • Experience of managing, or this ability to manage parental concerns, enquiries or anxieties with authority and reassurance • Experience of liaising with external Safeguarding partners, such as the Police, health professionals and social workers 	Y Y Y Y	Y
KNOWLEDGE & SKILLS:		
<ul style="list-style-type: none"> • Excellent communicator (both orally and in writing) with exceptional interpersonal skills • Excellent organisational and administrative skills with the ability to work to tight deadlines and manage competing priorities • Ability to interpret statistical data and manage budgets • Sound decision making skills with the commitment to see through strategies from concept to conclusion 	Y Y Y Y	
APTITUDES:		

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• Be able to think strategically at a whole school level and be prepared to challenge and to ask questions	Y	
• Possess a positive attitude and approach to change and development	Y	
• Ability to motivate and lead others	Y	
• Work collaboratively and effectively with others	Y	
• Ability to work independently and collegiately with the Leadership Team under broad direction	Y	
• Be able to balance effectively the priorities of the School	Y	
• Ability to build and maintain positive, respectful relationships with pupils, parents and colleagues	Y	
• Ability to deal with difficult situations calmly with a proportionate response	Y	
• Act with the highest levels of integrity, emotional intelligence and personal resilience to deal with a range of challenging circumstances faced by pupils, staff and families	Y	
• Empathy to deal sensitively with parents, children and staff	Y	
• Determination to ensure the safety and well-being of each individual pupil by expecting, and insisting upon, the highest standards of safeguarding and pastoral care	Y	
• Give generously of time to support school events and activities	Y	
• Willing to work hard with energy, enthusiasm and a generosity of spirit, which accepts that there might be a significant amount of out-of-normal hours work to be done	Y	
• Commitment to continued professional development and the development of others	Y	
• Able to think creatively, anticipate and solve problems, plan and organise themselves and others	Y	
• Have a strong sense of self-awareness and be willing to learn	Y	
• Have a balanced sense of perspective	Y	

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