



Team Leader for Pastoral Managers Person Specification

Expertise	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Level 3 qualification• GCSE grade C/4 in English and Maths	<ul style="list-style-type: none">• Graduate with an Honours degree or further higher education qualification• Qualified teacher status
Experience	<ul style="list-style-type: none">• Successful and proven track record of leading and managing staff• Working with young people of secondary age	<ul style="list-style-type: none">• Working in a secondary school environment• Experience of working with external agencies
Leadership and Management	<ul style="list-style-type: none">• Ability to work as part of a team, and lead a team• Ability to challenge expectations, approaches and performance in a positive manner so that high standards are achieved and maintained• Ability to work under pressure and meet deadlines• To have high expectations of self and others and lead by example• Able to chair meetings effectively and delegate responsibilities• Organise a team to maximise effectiveness	<ul style="list-style-type: none">• To have appraised colleagues
Professional Competence	<ul style="list-style-type: none">• Ability to effectively analyse and use data to see patterns and inform actions• Ability to manipulate data systems	<ul style="list-style-type: none">• Working knowledge of relevant legislation and current educational issues, particularly relating to pastoral issues
People and Relationships	<ul style="list-style-type: none">• Create and secure enthusiasm and earn the confidence of staff, students and parents• A high degree of emotional intelligence• Have the drive and enthusiasm to lead projects through to completion	<ul style="list-style-type: none">• Confident and motivated with a good attention to detail
Safeguarding	<ul style="list-style-type: none">• A commitment to the safeguarding and well-being of all students	<ul style="list-style-type: none">• Working knowledge of relevant legislation and guidance for safeguarding• Multi agency Safeguarding training
Communication	<ul style="list-style-type: none">• Effective oral and written communication to a wide range of audiences• Ability to communicate effectively with stakeholders, including Governors and other professionals	