

# Whickham School

## Pastoral Leader - Person Specification

	Minimum Requirements	Desirable	Essential	How identified
Education and Qualifications	<p>Evidence of study to GCSE level (or equivalent) including level 2 passes at C or above in both English and Maths</p> <p>Further education professional qualifications</p> <p>Evidence of professional/administrative qualifications</p> <p>Evidence of study to A Level (or equivalent)</p> <p>Evidence of study at degree level</p>	X	<p>X</p> <p>X</p> <p>X</p> <p>X</p>	Application Form
Relevant Experience	<p>Experience of working directly with young people</p> <p>Evidence of work or interest in the development of human potential</p> <p>Evidence of recent management experience with young people</p> <p>Ability to manage systems and procedures</p> <p>Experience of managing a team</p> <p>Experience of having prepared reports and written documents</p> <p>Evidence of working in a busy demanding environment</p>	<p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p>	Application Form Supporting Statement References Interview

<b>Specialist Knowledge</b>	<b>Ability or potential to use and interpret academic and attendance data</b>	X		Application Form Supporting Statement References Interview
	<b>Evidence of data use in previous employment</b>	X		
	<b>Awareness of issues which create barriers to learning</b>		X	
	<b>Ability to manage student behaviour</b>		X	
	<b>A commitment to teaching and learning in the school</b>		X	
	<b>Understand the work of other related agencies</b>	X		
<b>Interpersonal Skills</b>	Ability to act within a consistent and clear set of values		X	Application Form Supporting Statement References Interview
	Ability to relate to teachers, other professionals, parents and pupils		X	
	Ability to work as a member of a team		X	
	Ability to use initiative and develop new strategies		X	
	Ability to remain calm and consistent under pressure		X	
	Ability to successfully manage others		X	
	Ability to work under pressure and meet deadlines		X	
	Evidence of working within a multi-agency environment	X		
<b>Other</b>	A commitment to the school's ethos.		X	Application Form Supporting Statement References Interview
	A commitment to professional development and training		X	
	High, professional standards, including excellent attendance and punctuality		X	
	Ability to promote the positive ethos of the school.		X	