

Person Specification: Deputy Head

- Safeguarding and Pastoral Care Lead and language learning Lead -

Qualification Criteria

- Qualified to degree level and above
- Level 2 Safeguarding DSL course (desirable)
- Mentoring/Coaching Qualification (desirable)
- Evidence of specific, related CPD

Experience

- Previous Head of Department experience (essential)
- Previous Head of Language Department experience (desirable)
- Significant professional experience in a relevant role (essential)
- Previous Senior Leadership experience (desirable)
- Experience of working within a multi-agency framework (essential)
- Highly developed knowledge and understanding of current safeguarding legislation, guidance and policies from a local and national perspective (essential)
- Experience of undertaking risk assessments (essential)
- Previous Safeguarding Lead experience (desirable)
- Experience of Welfare/Behaviour Report writing and collating data (desirable)
- Safe Handling training (desirable)
- CPD (training) specific to pastoral care and behaviour management (essential)
- CPD specific to anti bullying and mindfulness (desirable)

Skills

Leadership

- Effective team worker and leader, who commands respect and motivates others
- High expectations for accountability and consistency
- Vision aligned with Jacques Prévert's School Development Plan
- The ability to clearly demonstrate an understanding of safeguarding responsibilities and a commitment to promoting the welfare of young people

Teaching and Learning

- Excellent classroom practitioner
- Effective and systematic behaviour management
- Commitment to ongoing CPD (training) to establish outstanding practice
- Knowledge of issues regarding teaching English or other languages as an additional language and regarding bilingual and plurilingual teaching environment

Collaboration

- Ability to develop positive working relationships with individuals at all levels (internal and external)
- Ability to challenge poor behaviour and practice
- A critical and sensitive understanding of the roles of other staff

Language

- French language an advantage (but not essential)

- Any other language an advantage (but not essential)

Personal Qualities

- Passion and belief in bringing out the best in others
- An outstanding role model
- The determination to promote equality and diversity
- Commitment, motivation and relentless drive for standards of excellence, creativity and continuous improvement in practice
- Puts the needs of pupils above all else
- Courage and conviction to make a difference whilst remaining adaptable
- Excellent communication skills: ability to listen, empathise and understand needs of others
- Ability to influence and motivate others through a clearly communicated vision, inspiring trust and a sense of common purpose
- Identify and solve problems effectively by making fact-based decisions
- Resilience, energy, calm and optimism in the face of pressure
- Resourcefulness in delivering outcomes
- Good organisational and time management skills
- Professional, friendly, fair and firm with pupils, demonstrating the sort of politeness and respectfulness that we wish them to emulate