

PUPIL SUPPORT LEADER - EMPLOYEE SPECIFICATION:
Wester Hailes High School

	Essential Criteria - generic to all secondary schools	Desirable Criteria - to suit local circumstances in individual schools
Experience	Relevant teaching experience in PSE and/or subject Active and successful participation in the work of whole school improvement Experience in working effectively as part of a departmental or whole school and team Currently in a substantive Principal Teacher post	Recent knowledge of pastoral role Ability to effect integrated support work
Knowledge, Skills and Understanding	A sound knowledge of current national curricular developments in teaching and learning theory and practice Willingness to keep abreast of such developments and theory required Demonstrate effective leadership in defining and communicating whole school, team, individual aims and objectives Evidence of motivating and leading others to achieve whole school, team, individual objectives Sound knowledge of all aspects of Health and	Positive impact in 16+ agenda Demonstrable knowledge of JET; W Experience; Positive Destinations; Careers Knowledge of transition planning; Partnership working; Developing flexible curricular approaches

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	Wellbeing Evidence of a high level of planning and organisational skills Sound knowledge and implementation of Child Protection guidelines IT skills to support Learning & Teaching and SEEMIS Sound knowledge of Getting it Right, Team Around the Cluster and ASL legislation	
Qualifications and Continuous Development	Appointment subject to current and full GTCS Registration Evidence of relevant CPD to demonstrate professional skills and knowledge in the area of pupil support and solution focussed practice	
Competencies (Governed by GTC)	Professional knowledge and understanding Professional skills and abilities Professional values and personal commitment	
Job Specific Requirements	Demonstrate strategic thinking with ability to negotiate and build consensus Ability to translate policy into effective practice Ability to initiate, manage change and support others in this process	Able to develop a future proofed vision of global support across the school

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	Evidence of setting high standards and expectations which challenge and inspire both staff and pupils to high achievement and attainment Forming and developing a positive school ethos, effective links with parents, other agencies, schools and the wider community Demonstrate clear awareness of Pupil/Parent needs and clear vision of whole school support	Ability to plan and communicate the school's model of global support