



ASSISTANT HEAD WELLBEING
Required from September 2022

GORDONSTOUN

Broader experiences, broader minds



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Assistant Head: Wellbeing (Senior School)

Reports to: Deputy Head Pastoral

About Gordonstoun: Gordonstoun has been leading the way in character education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you. The key focus of this role is to lead the development of student wellbeing to ensure every child thrives and is prepared for life beyond Gordonstoun.

Job Purpose: Gordonstoun would welcome applications for the position of Assistant Head: Wellbeing. This role is dedicated to supporting pupils during their senior school years by facilitating their all-around wellbeing and leading on the highest standard in pastoral care. Alongside ensuring outstanding safeguarding and child protection practice, the Assistant Head: Wellbeing will lead a team to support students around GIRFEC and to build their happiness, confidence and resilience for a full and active role as international citizens in a changing world. We would be interested in applications from experienced leaders who are looking for a new challenge (particularly those who have demonstrated success in this sphere) as well as those who would be new to leadership but can demonstrate a passion for student wellbeing, safeguarding and pastoral care.

Major responsibilities

Leadership

- Support the Head of School and Deputy Head in the day-to-day management of the school.
- Communicate the school's vision compellingly and support the Executive's strategic leadership.
- Lead by example, focusing on providing excellent education for all pupils.
- Lead on whole-school strategies and policy areas.
- Build positive relationships with members of the school community.
- Keep up to date with developments in education.
- Work closely with all of the Assistant Heads in the Senior and Junior Schools to promote a one school culture.
- To provide leadership for the school counsellors, healthcare team and student leaders.

Managing staff

- Assist with the selection and recruitment of new pastoral staff.
- Be responsible for the Performance Review and Development of designated faculty groups.
- Create an ethos within which their direct reports are motivated and supported to develop their skills and knowledge.
- Implement strategies and initiatives to share best practice with others in the school, developing confidence and skills in others.

Specific Areas of Responsibility

- Lead the development of Student Wellbeing and to create a happy, homely, learning environment for our students.
- To support the Deputy Head Pastoral (DHP) in decisions relating to Child Protection matters.
- To ensure GIRFEC is embedded across the school.
- To oversee, support and chair the work of: The Key Stage Leaders, School Counsellors, The Healthcare Centre, The EDI Lead.
- To liaise with the Catering Services.
- To work with the DHP regarding the allocation and training of Tutors consulting with the Key Stage Leads and HPs
- To oversee the Social and General Duty Teams and with the Key Stage Leaders.
- To work with Students on Roles and Responsibilities, developing student leadership.
- Oversight of the Student Wellbeing Watchers program and the effective delivery of their training.
- Liaise with the Head of International and Spiritual Citizenship, supporting the delivery of the program to include wellbeing issues, including but not limited to relationships, mental health, e-safety & EDI.
- Plan and deliver presentations to students and parents, as required
- To liaise with the Key Stage Five leader for the training, operation and induction of the Colour Bearer body.
- To lead on the update & maintenance of all relevant pastoral documents, including the Code of Conduct.

General

- Comply with Gordonstoun's policies and procedures on Child Protection and Health and Safety.
- Contribute in a positive way to the ethos of the school in line with Gordonstoun's values.
- Carry out any other task as required from time to time in order to support the school.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Assistant Head will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Head of Senior School.

Person Specification

Attributes	Essential	Desirable	Assessment Method
Experience	<ul style="list-style-type: none"> ● Significant and relevant breadth of experience ● Managing staff teams ● Consistently outstanding teacher who has achieved excellent outcomes 	<ul style="list-style-type: none"> ● Led a whole school initiative or working party ● Involvement in school self-evaluation and development planning ● Experience of managing and delivering change with a significant group of people 	<ul style="list-style-type: none"> ● Submission of application document ● Interview ● In tray exercise at interview
Education & qualifications	<ul style="list-style-type: none"> ● Good first degree in a closely related discipline ● Postgraduate Certificate in Education or equivalent in secondary education ● Registered with the GTCS (or equivalent) 	<ul style="list-style-type: none"> ● Recent further qualifications in relevant areas 	
Skills/abilities (general)	<ul style="list-style-type: none"> ● Ability to communicate effectively with a range of audiences ● Enthusiastic, diplomatic and calm under pressure. ● Flexible, with a can-do attitude to manage a high volume of work ● Someone who creates a positive and cooperative working environment ● A commitment to Gordonstoun's unique educational ethos ● Knowledge of issues affecting student outcomes 	<ul style="list-style-type: none"> ● Hold people to account for delegated responsibilities 	
Safeguarding	<ul style="list-style-type: none"> ● Suitable to work with children ● A full PVG check will be completed on the successful candidate 		