

Job Description

Function	Children's Services
Job title:	Pastoral Wellbeing Lead (Senior Leadership Team)
Reporting to:	Head Teacher/Director of Education
Responsible for:	Wellbeing Team

Main Purpose of Post

To provide strategic leadership for pupil wellbeing, safeguarding, and pastoral care across the organisation. As a member of the Senior Leadership Team (SLT), the postholder will develop a whole-school approach to mental health, behaviour, attendance, and inclusion, ensuring that all pupils—particularly those with complex needs—are supported to thrive.

Strategic Leadership

- Lead and implement the organisation's wellbeing and pastoral strategy
- Contribute to whole-school improvement as an SLT member
- Use data (attendance, behaviour, safeguarding trends) to inform decision-making
- Ensure compliance with statutory safeguarding responsibilities (KCSIE)

Safeguarding & Child Protection

- Act as Deputy Designated Safeguarding Lead (or DSL where appropriate)
- Oversee safeguarding practices and ensure robust processes are embedded
- Liaise with external agencies (social care, CAMHS, local authority)

Pupil Wellbeing & Behaviour

- Develop and embed trauma-informed and autism-informed approaches
- Lead behaviour support strategies and interventions

- Oversee attendance and engagement strategies

Staff Leadership

- Line manage pastoral staff and wellbeing teams
- Deliver training on safeguarding, wellbeing, and behaviour
- Support staff to manage emotionally complex situations

Multi-Agency Working

- Coordinate support plans with external professionals
- Represent the organisation at professional meetings

Person Specification (EXAMPLE)

Education and qualifications

Essential	Desirable
Degree-level qualification	Leadership qualification (NPQSL/NPQH or equivalent)
Relevant safeguarding training (DSL or willingness to complete)	

Experience

Essential	Desirable
Significant experience working with children/young people with SEN and/or complex needs	Experience within an autism specialist setting
Experience in a pastoral, safeguarding, or wellbeing leadership role	
Experience contributing to whole-school strategy or leadership	

Skills and Knowledge

Essential	Desirable
Strong understanding of safeguarding legislation (KCSIE)	Experience of DSL/ DDSL
Knowledge of trauma-informed practice and mental health in education	
Understanding of SEND frameworks and EHCP processes	
Strong leadership and influencing skills	
Ability to analyse and interpret data to inform interventions	
Excellent communication and multi-agency collaboration skills	