|  |  |  |
| --- | --- | --- |
| **PASTORAL SUPPORT - PERSON SPECIFICATION** | **Essential / Desirable** | **How Identified** |
|  |  | Application  / Interview |
| **Qualifications** |  |  |
| First Degree or equivalent | D | A/I |
| Designated Safeguarding Lead trained or higher | E | A/I |
|  |  |  |
| **Experience** |  |  |
| Experience of managing child protection / Safeguarding cases | E | A/I |
| Experience of cross agency working | E | A/I |
| Familiarity with child protection / safeguarding legislation | E | A/I |
| Experience of delivering training / advice / support | E | A/I |
| Evidence of continued professional development | E | A/I |
| Familiarity with attendance legislation | D | A/I |
| Evidence of successful team working | D | A/I |
|  |  |  |
| **Training** |  |  |
| ICT Skills and systems | D | A/I |
| Safeguarding | E | A/I |
| Development of management skills | D | A/I |
|  |  |  |
| **Professional Skills** |  |  |
| Exceptional communication skills | E | A/I |
| Work to high levels of accuracy | E | A/I |
| Proven capability to work independently | E | A/I |

|  |  |  |
| --- | --- | --- |
| **Professional Skills** |  |  |
| Ability to lead a team | E | A/I |
| Ability to prioritise work | E | A/I |
| Work to and meet deadlines | E | A/I |
| Think strategically | E | A/I |
| Innovate and seek creative solutions | E | A/I |
| Excellent interpersonal skills | E | A/I |
| Manage complex and diverse situations | E | A/I |
| Organise, develop and implement systems | E | A/I |
| Work successfully with a range of agencies / stakeholders | E | A/I |
| Commitment to personal professional development | E | A/I |
| Commitment to equal opportunities | E | A/I |
|  |  |  |
| **Educational Philosophy** |  |  |
| Commitment to raising standards | E | A/I |
| Commitment to improving children’s’ life chances | E | A/I |
|  |  |  |
| **Personal Attributes** |  |  |
| High standard of ethics | E | A/I |
| Trust worthy | E | A/I |
| Can manage sensitive and confidential information appropriately | E | A/I |
| Positive approach and outlook | E | A/I |
| Can lead and work as part of a team | E | A/I |
| Willingness to work flexibly | E | A/I |
| Smart appearance | E | A/I |
|  |  |  |
| **Personal Circumstances** |  |  |
| Legally entitled to work in the UK | E | A/I |
|  |  |  |
|  |  |  |
| **Safeguarding** |  |  |
|  |  |  |
| Has appropriate motivation to work with children and young people and can relate to them in a positive way | E | A/I |
| Maintains appropriate professional boundaries with children and young people | E | A/I |
| Is committed to safeguarding and child protection | E | A/I |
| Can provide an appropriate DBS certificate | E | A/I |