



PERSON SPECIFICATION

POST Pastoral Manager

GRADE NJC
Scale Point Range 23-30

NOTE TO CANDIDATE:

- The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.
- The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.
- The **How Identified** column shows how the academy will obtain the necessary information about you.
- If the **How Identified** column says the Application Form next to an Essential Criteria or a Desirable Criteria, you **MUST** include in your application enough information to show how you meet this criteria. You should include examples from your paid or voluntary work.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
Qualifications and Training	• Grade C or above GCSE Maths and English (or equivalent). • Willingness to participate in relevant training and development opportunities. • Knowledge of interventions / qualifications around interventions • Experience of working in an educational setting. • 2 years pastoral experience within an educational setting.	Application Form and Interview.	• Educated to degree level. • Training/experience in counselling strategies. • Relevant pastoral and counselling, child protection courses.	Application Form and Interview.

Knowledge and Experience	• Experience of working with children and young adults. • Experience of working as part of a team and using own initiative. • Confidential approach at all times. • Strategic use of data to track, monitor and impact. • Awareness and basic understanding of school curriculum. • Basic awareness of inclusion, especially within a school setting. • Computer skills. • To have experience of working with pupils, parents/carers and outside agencies. • To have experience of preparing reports for a variety of audiences. • Willingness to undertake further training, including first aid training.	Application Form and Interview.	• Experience of working with families from diverse communities and / or situations. • 5 years' experience in a pastoral role in education. • Experience of support agencies. • Awareness and basic understanding of working in a school. • Leadership and management experience. • Experience of leading a successful improvement initiative and its positive impact on standards. • Knowledge of Early Help Assessments. • Knowledge of Equal Opportunities. • How to work closely with stakeholders and providers on personalised learning programmes.	Application Form, References and Interview.
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	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
Skills and Abilities	• Proven interpersonal, verbal and written communication skills with the ability to effectively communicate with a wide range of people, particularly with parents / carers and external agencies. • Ability to manage own workload with limited supervision. • Excellent time management and organisation skills. • Ability to multitask, use initiative and work well under pressure. • Good numeracy and literacy skills. • Ability to liaise sensitively and effectively with parents and carers, recognising their role in pupils learning. • Ability to offer a firm but friendly approach and be self-confident in dealing with people. • Ability to relate to children and adults. • Ability to build effective working relationships with all pupils, parents, agencies and colleagues. • Inspirational leadership skills. • Willingness to champion the needs of individual pupils including the disadvantaged. • Support the school's stance on high expectations and standards. • Track record of being a team-player. • Positive personality. • Commitment to equality principles and practice. • Ability to role model a smart professional appearance. • Ability to promote a resilient and positive ethos.	Application Form, References and Interview		
Special Working Conditions	• Ability to attend occasional events out of school hours / evenings. • Ability to work flexibly, e.g. undertaking home visits in/after school hours on occasions. • Ability to support other school functions.	Application Form and Interview		