|  |  |  |
| --- | --- | --- |
| **Pastoral Leader, Person Specification** | | |
| **Attributes** | **Essential** | **Desirable** |
| **Skills, Knowledge and Aptitude** | Ability to drive and promote the ethos of SSPS.  A strong belief in the transformational power of education.  Ability to engage vulnerable and challenging children and young people and their families.  Knowledge of safeguarding issues.  Excellent literacy, numeracy, oracy and ICT skills.  Ability to devise creative solutions to complex issues.  Excellent listening skills.  Understanding of, and sensitivity towards, the issues faced by vulnerable children and young people. |  |
| **Qualifications and Training** | Nationally recognised qualifications: minimum of 5A\*-C grades including English and Maths or relevant Level 3 qualification.  Full UK driving licence  Basic Safeguarding and Child Protection.  Willingness to participate in required training. | Further / Higher education or professional qualifications.  Safeguarding and Child Protection |
| **Experience** | Successful student support and guidance work.  Successful and effective delivery on improving student behaviour and attendance.  Supporting student’s educational achievement.  Experience of working with parents and carers. | Partnership working with school and external agencies.  Knowledge of the Early Help Assessment and TAC processes.  Delivery of intervention packages to groups of pupils.  Non-teaching middle leader within an educational establishment. |
| **Additional Factors** | Strong personal credibility and the ability to form effective relationships with a wide range of stakeholders.  Flexible and creative approach.  Strong leadership skills.  High standards of attendance, punctuality and dress.  Confidence to deal with issues autonomously whilst working within agreed school policy and practice.  Willingness to contribute to discussions with senior staff to continue driving school improvement. |  |