



## PERSON SPECIFICATION: SAFEGUARDING AND PASTORAL LEADER

	<b>Essential</b>	<b>Desirable</b>
<b>Education, Training and Qualification</b>	<p>To have a qualification of Grade C or above in GCSE/ O Level English and Mathematics/equivalent.</p> <p>To have held a position of trust in another organisation: school, NHS; Police; Uniformed Services</p> <p>Safeguarding L2/3</p>	<p>Degree level qualification or equivalent</p> <p>Further relevant qualifications/training relating to safeguarding/counselling/mental health.</p>
<b>Experience</b>	<p>Up to date experience of operating in an organisation where safeguarding was a priority either in school or children's services; or public sector organisation.</p> <p>Experience of leading others</p> <p>Experience of working with parents; relatives</p> <p>Experience of multi-agency working</p> <p>Experience of working as part of a team</p> <p>Experience of working autonomously</p>	<p>Coaching/Mentoring of others.</p> <p>Counselling skills/involvement in supporting positive Mental Health.</p> <p>Mental Health First Aider or equivalent</p> <p>Experience of working with children</p> <p>Experience of multi-agency CP conferences</p> <p>To be aware of the statutory frameworks relevant to this role.</p> <p>To be familiar with Special Educational Needs (SEN)/ SEN Code of Practice.</p>
<b>Knowledge and Understanding</b>	<p>A good working knowledge of Keeping Children Safe in Education/Working with Children</p> <p>Best practice in Safeguarding and Child Protection, and strong commitment to safeguarding and promoting the welfare of children and young people.</p>	<p>To demonstrate a range of strategies to establish a purposeful learning environment and to promote good behaviour</p>



## PERSON SPECIFICATION: SAFEGUARDING AND PASTORAL LEADER

	<p>To be competent with IT and Office Applications</p> <p>Have high expectations of all pupils; respect their social, cultural, linguistic, religious and ethnic backgrounds; and committed to raising their educational achievement.</p>	<p>Able to use GSuite (training provided)</p>
<b>Skills</b>	<p>Well-developed interpersonal skills to deal with people at all levels.</p> <p>Able to prioritise work stream</p> <p>Able to have difficult conversations for positive outcomes</p> <p>Able to de-escalate heightened situations</p> <p>Able to investigate situations and contexts and produce concise reports</p>	
<b>Special Requirements</b>	<p>Commitment to uphold the ethos of the school and prepare our children with life skills for their future.</p> <p>Flexible approach to working hours to meet the needs of the organisation, including occasional 'school holiday working' and 'out of hours' as required.</p> <p>To participate fully in the life of the school and be an active member of the team</p> <p>Outstanding role model.</p> <p>Must satisfy relevant pre-employment checks.</p>	<p>A willingness to contribute to extra-curricular provision on an ad hoc basis and to the life of the school.</p>



## PERSON SPECIFICATION: SAFEGUARDING AND PASTORAL LEADER

<p>This post will involve contact with vulnerable groups (children, young people and/or adults) and is therefore exempt from the Rehabilitation of Offenders Act 1974 and subject to an Enhanced Disclosure and Barring Service (DBS) check. This exemption means that applicants for this post are required to declare all criminal convictions, cautions, reprimands and bind-overs both spent and unspent in their application, regardless of the passage of time.</p>	
---	--

<p>Strong recommendation from all referees, including current employer.</p>
---

<p>Satisfactory health and attendance record.</p>
---

### **Application Form and Supporting Statement**

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. No more than two A4 pages. CVs will not be considered.