

Person Specification: Pastoral Manager



	Essential	Desirable	Evidence
Qualifications			
Good standard of education (GCSE passes or equivalent in Mathematics and English).	X		A/I
Experience			
Prior experience supporting young people in a pastoral role.		X	A/I/R
Prior experience contributing to the personal and social development of young people		X	A/I/R
Prior experience of using school-based information systems		X	A/I/R
Evidence of appropriate and recent professional development related to the nature of the post.		X	A/I
Experience of using strategies and interventions to enable children and young people to overcome barriers to learning/achievement.		X	A/I
Experience of working on own initiative.	X		A/I/R
Behaviour, skills and abilities			
A commitment to support the school's aims, vision, and ethos	A		A/I
Adaptability and resilience, with the ability to cope with periods of work pressure with good humour and a sense of proportion	X		A/I/R
Energy and commitment to professional responsibilities	X		A/I
A willingness to contribute to the wider life of the school.	X		A/I
Able to work effectively and supportively within a team.	X		A/I
Good verbal and written communication skills when dealing with pupils, parents, visitors and colleagues	X		A/I/R
Ability to establish appropriate boundaries and working relationships with young people.	X		A/I/R
Understanding and commitment to maintaining confidentiality	x		A/I/R
Safeguarding			
An understanding of safeguarding issues and promoting the welfare of children and young people	X		A/I/R
A commitment to safeguarding students.	X		A/I/R

Key to Evidence: A = Application I = Interview R = References