

Person Specification

Pastoral Manager

		Desirable/Essential
Knowledge	GCSE Maths and English	E
	Educated to degree level or equivalent	D
	Awareness of the barriers to learning experienced by children and young people	E
	Knowledge of Safeguarding procedures	E
	Subject knowledge at KS3 and KS4	D
	Knowledge of group collaboration software such as MS Teams	D
Experience	Experience of supporting students achievement, social, emotional development and wellbeing	E
	Experience of liaising with a range of stakeholders to find effective solutions	D
	Experience of working with young people in challenging circumstances	D
	Experience of working as part of a team	E
	Record of developing and maintaining good relationships with students, families and the wider school community	D
Skills	Competency in literacy, numeracy and ICT	E
	Excellent interpersonal skills	E
	Be able to communicate with care and respect to students, staff, parents and carers	E
	Ability to be managed by others, using constructive feedback to improve your performance.	E
	Relate well to young people and their families/carers from different ethnic and social backgrounds and ability to build positive relationships	E
	Ability to solve problems	E
	Demonstrate that they are well organised and can manage and prioritise their own workload	E
	Ability to work effectively with colleagues	E
	Ability to work independently and as a member of a team	E
	Ability to identify potential barriers to learning and to devise strategies to enable students to overcome these barriers	E
	Ability to command the confidence of colleagues	E
Attitude	Commitment to the Academy's aims, ethos and vision	E
	Enthusiastic, perceptive and fair.	E
	A personal commitment to quality and excellence that will take the Academy forward.	E