

**Person Specification – Pastoral/Behaviour Lead**

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|  | **Essential** | **Desirable** |
| **Qualifications** | GCSE’s in English, Mathematics and Science at grade A\*-C or equivalent | Teaching Assistant or Higher Level Teaching Assistant Qualifications First Aid Training |
| **Relevant Experience and Knowledge**  | Experience of working with children from 3-11 years.Experience of working with familiesExperience of working in partnership with key statutory and non-statutory stakeholdersExperience of observing, recording and reporting on pupil learning behaviours.Experience of behaviour management strategies.Understanding of principles of children's pastoral and behaviour development and learning processes.Knowledge of relevant educational policies, legislation and guidance in relation to working with, and the protection of childrenKnowledge of de-escalation strategies. | Experience of working in a schoolExperience of school attendance requirements and tracking systemsExperience of behaviour management interventions.Recent safeguarding training.DSL trainedTeam Teach training |
| **Skills and aptitudes** | Ability to analyse and interpret data.Ability to use ICT effectively to support learning.Effective interpersonal and communication skills.Ability to work effectively under pressure and show initiative.Ability to cope with conflicting demands, deadlines and interruptions Ability to interpret varying situations and solve problems on a day-to-day basisInitiative and an ability to successfully work independently and flexiblyWork effectively to lead and manage pupils, families and staff.Skilled in positive behaviour management.Ability to be able to manage and organise time and resources effectively.Commitment to working within organisational procedures and processes in order to meet required standards for the role. Self-motivational and positive approachAbility to self-evaluate learning needs and actively seek learning opportunitiesMust be willing to work in a developing and pressured environment in order to meet the needs of the school | Ability to analyse and interpret attendance data. |
| **Special Requirements** | Enhanced DBS clearanceCompliance with all Academy and Trust policiesSafeguarding and promoting the welfare and success of all students and young people. The implementation of equal opportunities practice.Promoting the stated aims and policies. |  |