

Person Specification

Pastoral & Behaviour Support Manager (PBSM)		
	Essential (E) or Desirable (D)	Evidenced by:
Willing and able to obtain Enhanced DBS clearance for schools	E	Application / DBS check
Evidence of Right to Work in UK	E	Application and paperwork at interview
Educated to at least Level 2 (GCSE A*- C or equivalent) in English and Maths	E	Application and Certificates
Educated to at least Level 3 (A Level or equivalent) of study at A Level / Further Education	E	Application and Certificates
Experience of working with young people in a pastoral or behaviour management role	E	Application and interview
Educated to at least Degree Level	D	Application and Certificates
Understanding of safeguarding requirements and how to promote the welfare of children	E	Application and interview
Previous experience of working with secondary age students	D	Application and interview
Proficient in use of Word and Excel and other office programs	E	Application and practical activity
Excellent interpersonal and communication skills, both written and spoken	E	Application and interview
Knowledge of Bromcom and CPOMs (training will be provided)	D	Application and interview
Good communication skills with adults and children – both oral and written	E	Application and interview
Resilient with the ability to keep calm and focussed in pressurised situations	E	Application and interview
Resilient and able to deal effectively with confrontation	E	Application and interview
Able to work in a flexible way and to manage workload to meet the requirements on a particular day	E	Interview and practical activity
Able to build appropriate professional working relationships with children and adults	E	Application and interview
Confident and able to inspire others	E	Application and interview
Belief in young people and a desire to help them overcome barriers to achievement	E	Application and interview
Uses own initiative within boundaries - problem solver with 'can do' attitude	E	Application and interview
Excellent time management and effective organisational skills	E	Application and interview
Diplomatic, discerning and able to deal with confidential information	E	Application and interview
Willing to undertake relevant Safeguarding training and abide by school policy	E	Application and Interview
Representative of the school's ethos and core values	E	Application and interview