

**Personal Specification – Pastoral Intervention Manager**

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|  | **Essential** | **Desirable** |
| **Qualifications** | Educated to GCSE level C or above (or equivalent).  | A Level / Level 3 / HND |
| **Relevant Experience** | Relevant experience in Restorative Justice, preferably within a school setting.Experience of managing Restorative Justice projects.Track record of working effectively and reliably to deadlines.Experience of working with external partners, maintaining positive relationships.Proven experience of working under pressure.Proven experience of successfully working with disaffected young people.Experience of assisting students with their learning.Experience of assisting students in crisis. | Experience of working within a school setting. |
| **Knowledge and understanding** | Ability to demonstrate an understanding of the impact that criminal behaviour can have upon others; parents, carers, families, victims and the wider community. This will be incorporated into your work which will be aimed at preventing and reducing offending.A clear understanding of the factors which lead to educational disaffection. | Ability to keep up to date with the Academies Policies and Procedures.Knowledge of the range of additional support available to students in school. |
| **Skills and aptitudes** | Innovative and forward thinking.Strong listening / intervention skills.Ability to remain positive under challenging circumstances. Ability to manage the emotional demands of working with young people with a range of behavioural, social and emotional needs.Ability to communicate effectively with members of staff, students and parents.Ability to work independently and as part of a team.Strong organisation, time management and interpersonal skills.The ability to liaise with and gain the confidence of staff.Knowledge and understanding of strategies to remove barriers to learning.Good ICT skills.The ability to work flexibly.Patience resilience, tolerance and a general understanding of the difficulties that young people may encounter with their school and home life.The ability to find creative and imaginative solutions to problems. | An eagerness to gain experience, expertise and professional development through this position.A commitment and enthusiasm for the role.Adaptability and a professional approach to the responsibilities of the role. |
| **Special Requirements** | Enhanced DBS clearanceCompliance with all School 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. |  |