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| Organisational fit | * Working towards the Academy aims and objectives
* Working towards the Trust aims and objectives
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| Qualifications/Training | * English & Maths GCSE (Grade C or 4 or above)
* relevant training in specialist areas (Mentoring) and strong evidence of continued professional development
* ICT Literate
* First aid trained or willing to undertake
* Medication Training or willing to undertake
* Prevent Training and British Values agenda or willing to undertake
* Safeguarding Training or willing to undertake
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| Experience | * Working with or caring for children (of secondary school age) within previous and/or current post
* Planning & Preparation of work that is suitable for the learner
* Advising teaching and pastoral staff on social and emotional needs of particular learners.
* Building of positive relationships through parental liaison and other agencies
* Intervention – experience of implementing an agreed strategy for learners to improve their attitude and engagement.
* Writing of Student Support Plans with the purpose of removing barriers to learning
* Using ICT to support learners to achieve
* Collaborating with all stakeholders, parents, family, carers, staff, other students, agencies
* Supporting staff in their pastoral capacity to guide and help others make decisions
* Effectively working in a multi-agency setting and working with colleagues across academy and trust and within other organisations.
* Effectively dealing with the needs of vulnerable and at-risk learners
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| Knowledge | * Understanding of children’s emotional and social needs
* Understanding the Academy curriculum and other learning programmes and learning strategies
* Policy and Regulatory knowledge for Safeguarding and pastoral areas and experience of implementing those policies
* Educational databases (Arbor) and safeguarding systems (CPOMS)
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| Personal Attributes | * Excellent Communicator (orally and written)
* Work independently
* Collaborator
* Influencer (with others and calming influence when required)
* Reflector (ability to identify own learning opportunities)
* Organised and ability to Plan, Prepare & Prioritise
* Passionate about the role of Pastoral Leader
* Empathetic
* Reliable and punctual
* Resilient
* Experience of monitoring attendance for Groups/individuals – assessing that attendance and taking action as appropriate.
* Co-ordinating home/school visits with parents/carers/multi agency
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