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| Organisational fit | * Working towards the Academy aims and objectives * Working towards the Trust aims and objectives |
| 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 |
| 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 |
| 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) |
| 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 |