

PERSON SPECIFICATION

Job Title: Pastoral Manager

Method of Assessment (MOA): AF: Application Form I: Interview T: Task, Lesson Observation

	Essential	Desirable	MOA
Qualifications and Professional Development			
<ul style="list-style-type: none"> At least a GCSE A-C in English and Maths (or equivalent) 	✓		AF/I
<ul style="list-style-type: none"> Degree or higher level qualification relevant working with children and young people 	✓		AF/I
<ul style="list-style-type: none"> Willingness to participate in further training and developmental opportunities offered by the academy and external providers, to further knowledge 	✓		AF/I
Experience & Knowledge			
<ul style="list-style-type: none"> Substantial experience of working with children, young people and families 	✓		AF/I
<ul style="list-style-type: none"> Experience of partnership/multi-agency working 	✓		I
<ul style="list-style-type: none"> Experience of working as part of a team or independently as required 	✓		I
<ul style="list-style-type: none"> Experience of using Information Technology to keep and maintain accurate records 	✓		I/T
<ul style="list-style-type: none"> Experience of working to engage children and families 	✓		AF/I
<ul style="list-style-type: none"> Up to date working knowledge of Safeguarding and Health & Safety requirements 	✓		AF/I
<ul style="list-style-type: none"> Working knowledge of the SEND Code of Practice 	✓		AF/I/T
Skills & Abilities			
<ul style="list-style-type: none"> Ability to develop effective partnerships working with all stakeholders 	✓		AF/I
<ul style="list-style-type: none"> Understanding of extrinsic and intrinsic motivators and how they can be used to engage children, young people and families 	✓		AF/I
<ul style="list-style-type: none"> Willingness to work flexibly if required 	✓		AF/I
<ul style="list-style-type: none"> Excellent verbal and written communication skills 	✓		AF/I
<ul style="list-style-type: none"> Evidence of using own initiative to develop working practice 	✓		I/T
<ul style="list-style-type: none"> Ability to implement early help strategies to prevent the need for escalation 	✓		AF/I/T
<ul style="list-style-type: none"> Ability to use data effectively to monitor and report on progress 	✓		AF/I
<ul style="list-style-type: none"> Ability to present confidently and competently at meetings or training sessions 	✓		AF/I
<ul style="list-style-type: none"> Ability to monitor the young people's response to intervention and, where appropriate, modify or adapt the activities to achieve the intended outcomes 	✓		AF/I
<ul style="list-style-type: none"> Ability to manage the quick and successful transition of young people starting at or leaving the centre 	✓		AF/I
<ul style="list-style-type: none"> Ability to work within and apply all academy policies eg behaviour management, child protection, health & safety, equal opportunities 	✓		I/T
Other			
<ul style="list-style-type: none"> Ability to act as an appropriate role model 	✓		AF/I
<ul style="list-style-type: none"> Personal resilience 	✓		AF/I
<ul style="list-style-type: none"> Awareness of Safeguarding and Child Protection issues 	✓		AF/I
<ul style="list-style-type: none"> Willingness to maintain confidentiality on all academy matters 	✓		AF/I



James Brindley is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Please be aware that this post is subject to an enhanced DBS clearance check and any offer of employment is made conditional of this. You will also be required to register and pay for the DBS update service and ensure that documentary evidence is produced to ensure annual compliance and updates. You will also be required to provide written consent for the employer to access this information at any time.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

James Brindley Academy undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may have.

