

Person Specification

Pastoral Team Manager

	Essential	Desirable
Qualifications, Knowledge and Skills	5 GCSES A* - C including English and Maths or equivalent.	- Level 4 Qualification - Up to date First Aid Training - Safeguarding Training - A full driving license
Experience, Knowledge & Understanding	- Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance - Experience of delivering clear impact in the role - Experience of managing and implementing change successfully - Exercise firm and fair discipline and develop positive relationships with students, parents, staff and school leaders	- An awareness of good practice in identifying individual needs and providing appropriate intervention - Evidence of effective experience in supporting other school leaders and/or teachers at middle or senior level
Skills & Abilities	- Well-developed ICT skills, knowledge and experience of how technologies can be used to transform learning and raise achievement - Evidence of ability to use the Microsoft Office Suite - Ability to coach, mentor, support and challenge others to develop as inspiring professionals - Ability to monitor, evaluate and review provision and performance data - Inspire young people by providing a relevance and context to the wider world/innovative and engaging learning experiences which challenge and motivate students - Proven ability to identify and implement strategies to raise standards - Lead and manage own work effectively and take responsibility for own professional development - Enhance performance by motivating and developing staff, help them to acquire the skills to	Budget management and deployment of resources

	prepare for more senior roles • A Student-centred professional • Excellent communication skills • Full working knowledge of relevant policies/codes of practice/legislation	
Personal Qualities & Attributes	• Successful working relationships with colleagues/other stakeholders • Innovative, able to contribute new ideas and help establish them • Energy and flexibility • A professional approach borne out of confidence and effectiveness in role • Role model of best practice • Maintain a positive attitude and keeps calm under pressure • Communicate effectively and concisely both in verbal and written form to a variety of audiences • A high degree of personal and professional integrity, confidence and loyalty • Emotional and social resilience and intelligence in the face of challenge • Enthusiasm for and commitment to the achievement of the vision for success at all levels	
Commitment To	• Raising standards of student achievement • Continued Professional Development • Community liaison including parental involvement • Commitment to diversity and equality of opportunity in all working practices • Enhancing the SMSC awareness of young people and modelling British Values	• Further career development
Attendance	• A good attendance record in current employment, (not including absences due to disability).	

****The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.***