

Person Specification

Pastoral Year Leader

	Essential	Desirable
Qualifications, Knowledge and Skills	<ul style="list-style-type: none"> • Good level of education (GCSE Maths and English, or equivalent qualification). 	<ul style="list-style-type: none"> • Level 3 Qualification. • Current first aid training certificate. • Current Safeguarding certificate.
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • Experience of working with children and young people. • Knowledge of safeguarding. • Understanding of pastoral procedures and behaviour management. 	<ul style="list-style-type: none"> • Experience of working within an educational context. • Experience of undertaking a pastoral role.
Skills and Abilities	<ul style="list-style-type: none"> • Strong, effective communication and interpersonal skills with a wide range of stakeholders. • Good organisational skills. • Ability to think innovatively, creatively and contribute new ideas. • Ability to stay calm and remain positive and controlled under pressure. • Ability to establish positive relationships with children, young people and parents/carers. • Experience of engaging with external agencies. • A role model of best practice to young people and the community. 	
Initiative and Motivation	<ul style="list-style-type: none"> • Demonstrates an absolute commitment to the Academy. • Vision and MLT Behaviours. • Embodies the Key Drivers. <ul style="list-style-type: none"> o World-class Learning o The highest expectations o No excuses o Growth mindset o Never give up o Everyone is valued o Integrity 	

Commitment	<ul style="list-style-type: none"> • Commitment to diversity and equality of opportunity in all working practices. • Commitment to child protection and safeguarding policies and procedures. • Commitment to the values and vision of Maltby Learning Trust. • Commitment to personal professional learning and development. 	
Attendance	<ul style="list-style-type: none"> • Excellent attendance record in current employment, (not including absences due to disability) 	
Written Application	<ul style="list-style-type: none"> • A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role 	

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