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**Teacher with responsibility for pastoral care.**

**PERSON SPECIFICATION**

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|  | **Job Requirements: Essential (E) or Desirable (D)** | **E / D** | **Measurement** |
| Qualifications  Training | Qualified teacher status  Further training relevant to this post | E  D | 1 / 3  1 |
| Skills, knowledge and  experience | An understanding of the importance of the characteristics of effective learning.  Have a good understanding of the National curriculum.  An understanding of the importance of effective partnerships with parents and carers.  Successful teaching experience with children in all key stages  A good understanding of the role of assessment.  An understanding of how to support pupils with English as an additional language.  Have a creative approach to meeting the needs and interests of all learners.  An understanding of Social and Emotional and Mental Health approaches to support pupils’ learning.  Possession of clear strategies for promoting high standards of achievement, including managing behaviour.  A calm, positive approach to behaviour management.  Experience of working in a multi-agency approach to supporting vulnerable pupils and their families.  Team Teach trained.  Experience of working with pupils with SEND and/or SENCo qualification.  A commitment to and understanding of safeguarding.  Excellent written and verbal communication skills. Ability to listen.  Efficient ICT skills relevant to the role. | E  E  E  D  E  D  E  D  E  E  D  D  D  E  E  E | 2  2  2  1 / 3  1 / 2  2  2 / 3  1 / 2 / 3  2  1 / 2 / 3  1/3  1  1  1 / 2  1/3  1 |
| Leadership | Experience of leading people.  Able to work effectively as a part of a team and be able to take a lead in managing pupils and other adults in the pastoral team.  Good time management  Experience of leading and advising on safeguarding  Experience of working with outside agencies to support pupils in their Social and Emotional health, including social services. | D  E  E  D  D | 1/2  1/2/3  1/2  1/3  1/2 |
| Attitude and Motivation | Enthusiastic and committed to strive for the highest standards.  A flexible and creative approach to working with children and parents who struggle to engage with school.  Excellent interpersonal and communication skills  Positive outlook & good sense of humour  Be approachable, energetic, proactive and keen to take the initiative.  Able to promote the school and be the first port of call for new pupils and families at induction.  Be the face of Stokes Wood: welcoming and empathetic to pupils and their families when they need support, information and advice. | E  E  E  E  E  E  E | 2  1 / 2 / 3  2 /3  2/3  2/3  2  2 |
| Equal Opportunity | Must be able to recognise discrimination in its many forms and be willing to put the Council’s Equality policies into practice.  Believe in and promote the Stokes Wood inclusive ethos. | E | 2 |

1 = written application, 2 = interview process, 3 = reference