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| **Ernest Bevin College****Person Specification** EBC_Badge_Col |
| **Title:** Pastoral Lead |  |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS** | * Good GCSE Standard of education, including English and Mathematics (i.e. Grade C and above)
* NVQ Level 3 Qualification in an area of children’s or social care
 | * A degree (or equivalent)
* Evidence of further professional studies
* Ability to speak a community language used by parents and pupils (No additional payment)
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| **EXPERIENCE** | * Experience of working in a school or with young people
* Experience of working in a role supporting the learning and development of students
 | * Experience of working with school attendance issues
* Experienced in the delivery of emotional therapies/interventions
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| **SKILLS** | * Ability to exploit opportunities for success and remove barriers to achievement for pupils and staff
* Ability to work flexibly to meet deadlines and respond to unplanned situations
* Ability to work constructively as part of a team
* Able to be positive and enthusiastic and sympathetic to the needs of others
* To have a positive attitude to personal development and training
* Ability to meet deadlines and use initiative
* Able to communicate clearly and excellent interpersonal skills with adults and young people
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| **KNOWLEDGE** | * Knowledge of child protection and safeguarding procedures
* Excellent ICT and administration skills
 | * A good understanding of statutory educational frameworks, including Safeguarding and the SEN Code of Practice
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| **PERSONAL QUALITIES AND CHARACTERISTICS**  | * Suitable to work with children
* Excellent communication skills, both oral and written
* Resilience and Stamina when faced with complex and demanding situations
* Confidence to hold firm with parents, staff and students when challenged in order to maintain school standards
* The drive to help ensure EBC is the best education provider in the area
* Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents. staff and outside agencies
* Commitment to the promotion of equality of opportunity
* Loyalty to the College
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**November 2020**