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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) |
| **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 |
| **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 |  |
| **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 |
| **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 |  |

**November 2020**