

## Person Specification – Pastoral Lead (Grade 8)



Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A), Interview (I) or reference (R)
<b>Qualifications</b> Professional and/or academic level 4 qualification or equivalent or substantial experience in a relevant technical, specialised or operational field	E	A
<b>Experience</b> Experience of supervising staff, including ability to delegate tasks and track performance. Substantial experience in delivering early help support/services to children young people and families as part of a multi-disciplinary team, including planning activities, producing assessments Experience of managing budgets and/or resources deployed to assist with the delivery of service provision Experience of working with a wide range of other professionals to develop and deliver shared initiatives for service delivery	D  E  E  E	A, I  A, I  A, I  A, I
<b>Knowledge and Skills</b> Comprehensive understanding of the work practices, processes and procedures relevant to the role Strong understanding of thresholds relating to continuum of needs Empathy and sensitivity to the needs of staff delivering complex and demanding public services Strong range of staff management skills and workforce development techniques Good analytical, assessment and critical reflection skills Good written and verbal communication skills, including the ability to negotiate and influence Ability to informally coach, guide and mentor staff Ability to influence others practice based on technical or professional expertise. Ability to build and maintain effective networks and relationships Ability to use and interpret management information systems to ensure ongoing review of performance of teams and progress towards targets and objectives within the service.	E  E E  D  E E  E E  E E	A, I  A, I A, I  A, I  A, I A, I  A, I A, I  A, I A, I
<b>Other</b> Commitment to equality and diversity Commitment to health and safety Commitment to undertake in-service development	E E E	A, I A, I A

Commitment to safeguarding and protecting the welfare of children and young people	E	I
Satisfactory attendance record/commitment to regular attendance at work.	E	R
To be aware of the confidential nature of issues related to home/pupil/teacher/school work.	E	I