

Personal Specification – Pastoral Manager

	Essential	Desirable
Qualifications	Educated to GCSE level C or above (or equivalent).	A Level / Level 3 / HND
Relevant Experience	<p>Relevant experience in Restorative Justice, preferably within a school setting.</p> <p>Experience of managing Restorative Justice projects.</p> <p>Track record of working effectively and reliably to deadlines.</p> <p>Experience of working with external partners, maintaining positive relationships.</p> <p>Proven experience of working under pressure.</p> <p>Proven experience of successfully working with disaffected young people.</p> <p>Experience of assisting learners with their learning.</p> <p>Experience of assisting learners in crisis.</p>	Experience of working within a school setting.
Knowledge and understanding	<p>Ability to demonstrate an understanding of the impact that criminal behaviour can have upon others; parents, carers, families, victims and the wider community. This will be incorporated into your work which will be aimed at preventing and reducing offending.</p> <p>A clear understanding of the factors which lead to educational disaffection.</p>	<p>Ability to keep up to date with the Academies Policies and Procedures.</p> <p>Knowledge of the range of additional support available to learners in school.</p>
Skills and aptitudes	<p>Innovative and forward thinking.</p> <p>Strong listening / intervention skills.</p> <p>Ability to remain positive under challenging circumstances.</p> <p>Ability to manage the emotional demands of working with young people with a range of behavioural, social and emotional needs.</p> <p>Ability to communicate effectively with members of colleagues, learners and parents.</p> <p>Ability to work independently and as part of a team.</p>	<p>An eagerness to gain experience, expertise and professional development through this position.</p> <p>A commitment and enthusiasm for the role.</p> <p>Adaptability and a professional approach to the responsibilities of the role.</p>

	<p>Strong organisation, time management and interpersonal skills.</p> <p>The ability to liaise with and gain the confidence of colleagues.</p> <p>Knowledge and understanding of strategies to remove barriers to learning.</p> <p>Good ICT skills.</p> <p>The ability to work flexibly.</p> <p>Patience resilience, tolerance and a general understanding of the difficulties that young people may encounter with their school and home life.</p> <p>The ability to find creative and imaginative solutions to problems.</p>	
Special Requirements	<p>Enhanced DBS clearance</p> <p>Compliance with all School and Trust policies</p> <p>Safeguarding and promoting the welfare and success of all learners and young people.</p> <p>The implementation of equal opportunities practice.</p> <p>Promoting the stated aims and policies.</p>	