

# Person Specification

Leader of Personal Development, Behaviour and Welfare



	Essential	Desirable
<b>Qualifications, and Training</b>	<ul style="list-style-type: none"> <li>GCSE English and Maths or equivalent qualification</li> </ul>	<ul style="list-style-type: none"> <li>Level 3 Qualification</li> <li>Current first aid training certificate</li> <li>Current safeguarding certificate</li> </ul>
<b>Experience, Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>Experience of working with children and young people</li> <li>Strong communication and interpersonal skills</li> <li>Knowledge of safeguarding</li> <li>Understanding of pastoral procedures and behaviour management</li> <li>Experience of leading a team</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working within an educational context</li> <li>Experience of undertaking a pastoral role</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Ability to work with a wide range of people</li> <li>Good organisational skills</li> <li>Ability to think creatively and contribute new ideas</li> <li>Ability to stay calm and controlled under pressure</li> <li>Ability to communicate effectively with a range of stakeholders</li> <li>Ability to establish positive relationships with children, young people and parents/carers</li> <li>Ability to use data to strategically plan for improvement</li> <li>Experience of engaging with external agencies</li> </ul>	<ul style="list-style-type: none"> <li>Experience of using SIMS reports</li> <li>Experience of leading staff PLD.CPD training</li> <li>Experience of restorative practice</li> </ul>
<b>Personal Qualities and Attributes</b>	<ul style="list-style-type: none"> <li>Conscientious, confident and reliable</li> <li>An advocate for the Academy and Trust</li> </ul>	<ul style="list-style-type: none"> <li>Able to contribute new ideas</li> </ul>
<b>Commitment To</b>	<ul style="list-style-type: none"> <li>Commitment to diversity and equality of opportunity in all working practices</li> <li>Commitment to child protection and safeguarding policies and procedures</li> <li>Commitment to the values and vision of Maltby Learning Trust</li> <li>Commitment to personal professional learning and development</li> </ul>	
<b>Attendance</b>	<ul style="list-style-type: none"> <li>Good attendance record in current employment, (not including absences due to disability)</li> </ul>	