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**Assistant Safeguarding and Welfare Officer Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Good pass in GCSE Maths and English or equivalent * CPD training related specifically to safeguarding areas | * Educated to degree level or   equivalent in social care or  professional qualification demonstrating competency in a similar role |
| **Knowledge & Experience** | * Experience of at least two years   working with young people with regard to pastoral and welfare issues   * Experience of using innovative approaches to engaging students/families * Experience of working in partnership with a range of colleagues * Experience of working in a multi-agency capacity * Knowledge of key safeguarding areas including child protection * Knowledge of vulnerable groups (PP/SEND/LAC/Young Carers/CP/CIN) and the importance of closing the gap * Understanding of emotional and behavioural needs of young people * Experience of working with data including reporting/analysis to inform next steps * Experience of sharing good practice and building positive relationships with external agencies * Knowledge of the importance of confidentiality and information sharing * Good communication, presentation and ICT skills | * Experience of working within a social care setting * Experience of working in an area of deprivation * Experience on SIMs |
| **Personal Qualities** | * Commitment to safeguarding and promoting the welfare of children and young people * Approachable to all * Ability to be flexible, use conflict resolution, negotiation, liaison, listening and influencing skills appropriately * Ability to liaise and communicate effectively with families/colleagues/external agencies * Creative and solution focused thinker * Highly motivated and dedicated to supporting pupil progress * Ability to form and maintain appropriate relationships and personal boundaries with people |  |