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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 orprofessional 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
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| **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
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