

PERSON SPECIFICATION
PRIMARY PASTORAL LEAD (BOURNVILLE 4 – 16 ACADEMY)

The person specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post's requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

Fairfax Multi-Academy Trust (FMAT) is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.

Category	Essential	Desirable
1. Qualifications/ Professional Development	<ul style="list-style-type: none"> ▪ Evidence of continuing professional development relating to the role ▪ Excellent Numeracy/Literacy skills 	<ul style="list-style-type: none"> ▪ Experience of working with other schools/organisations/agencies ▪ Degree level or appropriate qualifications ▪ Recent leadership training
2. Skills and Experience	<ul style="list-style-type: none"> ▪ Successful experience of pastoral role ▪ Experience of working with children within the primary age range ▪ Experience of working with external agencies ▪ Knowledge of strategies to support students with challenging behaviour ▪ Providing a safe environment to ensure the physical and psychological safety of the children ▪ A commitment to the holistic development of students – specifically the character development of students ▪ Well-developed interpersonal and communication skills (including written, oral and presentation skills) ▪ Experience of making effective use of ICT ▪ Positive disposition towards inclusion of all students including those with learning 	<ul style="list-style-type: none"> ▪ Experience of working with children with Special Education Needs ▪ Ability to take a restorative approach to conflict ▪ Ability to react and de-escalate difficult situations ▪ Ability to manage change, showing flexibility, adaptability and resilience

	<p>difficulties in mainstream learning and education</p> <ul style="list-style-type: none"> ▪ Able to build strong relationships with key people in relevant organisations 	
3. Accountability	<ul style="list-style-type: none"> ▪ Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors, ▪ Ability to provide clear information and advice to staff and governors ▪ A commitment to the ethos, vision and values of the Trust 	<ul style="list-style-type: none"> ▪ Experience of presenting to (governors) Academy Associates ▪ Leading sessions to inform parents
4. References	<ul style="list-style-type: none"> ▪ Positive recommendation in professional references 	<ul style="list-style-type: none"> ▪ Professional reference without reservations