

Person Specification – Pastoral Support

The Futures Trust and Barr's Hill School are committed to safeguarding and promoting the welfare of Children and Young People, and require all staff and volunteers to share this commitment.

Responsible to	Hub Director
Grade	Grade 3 (pro rata salary £16,356 - £17,357 per annum)
Hours	37 hours per week, term time only plus 1 week (39 weeks). A flexible approach to working hours is required
Location	Based at Barr's Hill School with a requirement to travel to undertake work at or for academies within the Trust

	Essential Criteria	Desirable Criteria	Measured By
Education and Qualifications	<ul style="list-style-type: none"> GCSE's grade C or above in English and Maths or equivalent A relevant level 3 Qualification eg NVQ, Advanced apprenticeship 	<ul style="list-style-type: none"> Degree level or equivalent level 4 study 	Application Form Certificates
Skills and Abilities	<ul style="list-style-type: none"> Excellent communication skills; able to communicate effectively both verbally and in writing with a range of audiences Highly organised; can prioritise and work well under pressure, meeting strict deadlines and exercising attention to detail Able to support continuous Improvement, implement and support the development of efficient and effective administrative systems. Strong interpersonal skills; able to liaise and work with internal and external stakeholders at all levels, and develop effective working relationships Able to maintain the highest levels of confidentiality and data security 		Application Form Interview Written Test
Skills and			Application Form

<p>Abilities continued</p>	<ul style="list-style-type: none"> • Able to maintain accurate electronic and hard copy filing systems. • Proactive and responsive; able to anticipate needs, and to plan work and for the efficient and effective use of resources; adapting plans to meet needs • Can methodically and accurately record, interpret and present written and numerical data in formats including spreadsheets and written reports • Able to handle complaints and difficult situations in a patient, calm and effective way, and to demonstrate tact and empathy when dealing with sensitive issues • Able to consistently produce high quality work • Able to use a range of ICT systems to ensure the efficient and effective running of the Hub • Able to work both as an effective team member, and independently using initiative to problem solve • Able to follow the school's safeguarding procedures and recognise when to report any concerns 		<p>Interview Written Test</p>
<p>Experience</p>	<ul style="list-style-type: none"> • A minimum of 12 months proven experience of successfully carrying out relevant administrative activities • Working at pace; organising and prioritising varied and high volume work 	<ul style="list-style-type: none"> • Working in an education environment 	<p>Application Form Interview</p>

	<ul style="list-style-type: none"> • Problem solving 		
Knowledge and understanding	<ul style="list-style-type: none"> • A range of relevant ICT systems • Professionalism and the perceptions of others • How to implement and develop efficient and effective administrative systems • Data protection and confidentiality 	<ul style="list-style-type: none"> • The issues relating to safeguarding children and young people 	Application Form Interview Written Test
Other requirements	<ul style="list-style-type: none"> • A professional role model who is committed to their own professional development and to developing others • Committed to and able to promote the aims of the school and the values of the Trust: Learners First, It's about Learning, No Barriers. • Able to work calmly under pressure and withstand stress • Able to work flexibly, and to attend meetings and INSET days as required 		Application Form Interview
<p>Person specification reviewed by: Chris Jupp, Headteacher</p> <p>Date: May 2021</p>			