



Barnsole Primary School
Pastoral Support Manager and Designated Safeguarding Lead
Person Specification

Attributes	Essential Criteria	Desirable Criteria
Qualifications:	<ul style="list-style-type: none"> • GCSE (or equivalent in maths and English) 	<ul style="list-style-type: none"> • Degree level or equivalent • Relevant education, social care or health qualification
Experience:	<ul style="list-style-type: none"> • Managing safeguarding in a school or other relevant organisation • Building relationships with children and their parents, particularly the most vulnerable • Working and communicating effectively with relevant agencies • Implementing outstanding safeguarding practice • Experience of handling large amounts of sensitive data and upholding the principles of confidentiality • Demonstrable evidence of developing and implementing strategies to help children and their families 	<ul style="list-style-type: none"> • Previous experience of working in an educational setting • Previous experience of working in a multi-agency environment
Professional Knowledge:	<ul style="list-style-type: none"> • Expert knowledge of legislation, requirements and guidance of safeguarding and working with young people, including knowledge of the responsibilities of schools and other agencies • Understanding of equal opportunities and anti-discriminatory practice • Knowledge of the Early Help process 	<ul style="list-style-type: none"> • Awareness of local and national agencies that provide support for children and their families
Personal Qualities and Skills:	<ul style="list-style-type: none"> • Commitment to ensuring the safety and welfare of children • Effective communication and interpersonal skills • Ability to work on one's own initiative, acting with integrity and honest • Ability to build effective working relationships with staff and other professionals • Good organisation and time management skills • Ability to keep clear accurate records and produce concise and complex reports • Ability to use ICT effectively for recording, monitoring and reporting 	<ul style="list-style-type: none"> • Experience in the use of an electronic system e.g. CPOMs, My Concern, SIMs
Other requirements:	<ul style="list-style-type: none"> • Willingness to work flexibly as part of a team • Commitment to self-development and willingness to undertake further training • DBS clearance for working with children 	

Evidence that candidates meet the essential requirements will be considered during short-listing from the application form and any personal statement provided. At interview candidates will be expected to answer questions about their professional knowledge and experience, along with personal qualities and skills. The interview will also explore issues relating to safeguarding and promoting the welfare of children.