

## Person specification

CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• GCSE (or equivalent) in English and maths</li> <li>• NVQ 4 or equivalent in relevant fields</li> <li>• Evidence of relevant training or professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Trauma Informed schools training</li> <li>• HLTA</li> <li>• Experience of CPOMS</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful leadership and management experience in a school or other relevant organisation</li> <li>• Experience of managing safeguarding in a school or other relevant organisation, including:               <ul style="list-style-type: none"> <li>○ Building relationships with children and their parents, particularly the most vulnerable</li> <li>○ Working and communicating effectively with relevant agencies</li> <li>○ Implementing and encouraging good safeguarding practice throughout a large team of people</li> </ul> </li> <li>• Demonstrable evidence of developing and implementing strategies to help children and their families</li> <li>• Experience of handling large amounts of sensitive data and upholding the principles of confidentiality</li> <li>• A good knowledge and understanding of nurture principles and practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Healthy Minds training</li> <li>• Theraplay</li> <li>• Lego therapy</li> <li>• Experience of multi – agency work, e.g. early help safeguarding</li> <li>• Experience of using SDQ ( Strengths and Difficulties Questionnaire)</li> </ul>

<p><b>Skills and knowledge</b></p>	<ul style="list-style-type: none"> <li>• Expert up to date knowledge of legislation and guidance on safeguarding and working with young people, including knowledge of the responsibilities of schools and other agencies</li> <li>• Ability to work with a range of people with the aim of ensuring the safety and welfare of children</li> <li>• Awareness of local and national agencies that provide support for children and their families</li> <li>• Excellent record keeping skills and attention to detail, in order to produce reports, take minutes of meetings, and document safeguarding concerns</li> <li>• Competent in the use of IT</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> <li>• Ability to build effective working relationships with staff and other stakeholders</li> <li>• Experience of working in a primary school setting.</li> <li>• General understanding of National Curriculum and other relevant learning programmes</li> <li>• Knowledge and understanding of safeguarding and promoting the welfare of pupils</li> <li>• Awareness and understanding of issues relating to equality of access and opportunities</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with children with Special Educational Needs, particularly relating to: Communication and interaction Social communications ( including those with an ASD diagnosis) Emotional regulation Mental health</li> <li>• Knowledge of Zones of Regulation</li> <li>•</li> </ul>
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<p><b>Personal qualities</b></p>	<ul style="list-style-type: none"> <li>• Commitment to ensuring the safety and welfare of children</li> <li>• Commitment to upholding and promoting the ethos and values of the school</li> <li>• Integrity, honesty and fairness</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to equality</li> <li>• High expectations of themselves and the children in their care</li> <li>• Calm and supportive manner, able to work flexibly and respond to unplanned situations with an organised, inclusive approach</li> <li>• People focused with a friendly, yet professional and respectful approach.</li> <li>• Enthusiasm for working within a school environment</li> <li>• Positive attitude, contributing to a welcoming environment which supports equal opportunities for all</li> <li>• Reflective practitioner with a desire to learn and develop professional</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
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