

**Bishopton PRU**

**Personal Specification**

Safeguarding and Welfare Officer

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| **Attributes** | **Essential** | **Desirable** |
| Experience | 1. Commitment to and understanding of inclusion
2. Experience of working closely in a team
3. Knowledge of and /or experience of using strategies to support vulnerable pupils
4. Ability to support the implementation of strategies suggested by external agencies and ability to review effectiveness of strategies being used
5. Ability to work with parents/carers in the best interests of the child and that of other children in the class
6. Ability to work in partnership with Class Teachers, Year Group Teams, the SENDCo, Senior Management Team, Headteacher, external agencies and Local Authority specialist staff
7. A commitment to undertake further training to develop expertise
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| Qualifications & Training | 1. Minimum Maths & English GCSE (4) or equivalent and educated to Level 3 standard.
2. Recent Safeguarding Training
 | * Trained to DSL standard
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| Equality | 1. A personal commitment to the promotion of equal opportunities, diversity and promoting good race relations.
2. Candidates should indicate an acceptance of and commitment to the principles underlying the Council’s Equal Rights policies and practices
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| Disposition Adjustment/Attitude | 1. Friendly, approachable and professional manner
2. Calm approach
3. A commitment to working as part of the whole school team and supporting the vision and aims of the school
4. High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements
5. Ability to build and maintain successful relationships with pupils; treat them consistently, with respect and consideration, and demonstrate concern for their development as learners
6. Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work
7. Ability to liaise sensitively and effectively with parents and carers, recognising their role in pupils learning
8. Able to improve their own practice through observations, evaluation and discussion with colleagues
9. Commitment to pupil well-being, safeguarding and child protection
10. Excellent communicator
11. Resilience
12. Understanding of need for confidentiality
 | * A ‘whatever it takes’ attitude to secure the best possible outcomes for pupils
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| Skills, Knowledge, Aptitudes | 1. Ability to relate well to children and adults
2. Ability to work effectively within a team environment, understanding classroom roles and responsibilities
3. Ability to plan effective personalised support using research informed strategies and programmes
4. Use initiative when working, see things that could be improved
5. Effective interpersonal/communication skills.
6. Effective organisational skills
 | * Analytical skills e.g. spotting patterns in attendance and addressing these effectively
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