Person Specification – Pastoral Support Assistant

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| **Qualifications** |  |
| GCSE Mathematics and English, minimum grade C, or equivalent | Essential |
| Evidence of recent professional development | Essential |
| First aid qualification / training | Desirable |
| TIS UK Training | Desirable |
| DSL/DDSL Training | Desirable |
| **Experience** |  |
| Relevant, recent experience in a Primary School in a similar position | Essential |
| Evidence of successful impact on pupil progress and SEMH | Essential |
| Experience of working with pupils with a variety of SEMH needs including pupils with SEBD SEN  and having successful outcomes | Essential |
| Knowledge and experience of using strategies to support vulnerable pupils | Essential |
| Evidence of CPD in a relevant area | Desirable |
| Experience of working with parents/carers and other agencies | Essential |
| Experience of working successfully as part of a team | Essential |
| **Skills, Knowledge and Understanding** |  |
| A good knowledge of strategies and techniques in behaviour management and the ability to  effectively communicate with pupils in a professional, confidential and compassionate way | Essential |
| An understanding and belief in the power of inclusive education | Essential |
| Knowledge of the different types of outside agencies and services that can support pupils with  effective outcomes | Essential |
| An ability to diffuse difficult situations and find constructive ways forward with a focus on  removing obstacles to learning | Essential |
| Ability to communicate effectively and appropriately with both staff and pupils, and to be able to  prepare reports, profiles and maintain clear and comprehensive records | Essential |
| A familiarity with IT and with its educational uses as well as an ability to use it effectively to fulfil  data input requirements | Essential |
| **Personal Qualities** |  |
| Ability to relate well to people at all levels | Essential |
| Ability to inspire, challenge, influence and motivate others | Essential |
| An absolute commitment to the belief that every child deserves the very best education | Essential |
| A passion for the values of community education | Essential |
| An ability to maintain professional integrity even when under pressure | Essential |
| Flexibility and resilience | Essential |
| An ability and desire to work in a high challenge and low threat way to ensure improvement in all  areas | Essential |
| High organisational skills including the ability to prioritise and manage time effectively | Essential |
| Capacity and enthusiasm for hard work and challenge | Essential |
| Able to work as part of a team whilst also being self-motivated | Essential |
| Emotional intelligence | Essential |
| Capacity to reflect on practice | Essential |
| An understanding of the strategies for ensuring inclusion, diversity and access | Essential |
| Reliability, honesty and trustworthiness, demonstrating the highest professional standards | Essential |
| Ability and confidence to communicate effectively both verbally and in writing | Essential |
| A commitment to on-going personal development and willingness to undertake appropriate  training | Essential |
| Evidence of commitment to safeguarding and protecting the welfare of children | Essential |