

## Webheath Academy Primary School Person Specification for Pastoral Support Lead

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Demonstrate levels of Maths and English <b>equivalent</b> to GCSE C or higher</li> <li>Enhanced DBS clearance</li> <li>Relevant qualifications in working with children</li> </ul>	Other relevant qualifications e.g. <ul style="list-style-type: none"> <li>ELSA training</li> <li>Trauma Informed Practice Qualification</li> <li>Mental Health First Aid</li> <li>First Aid</li> <li>Team Teach or equivalent</li> <li>Safeguarding</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working in a school environment or other educational setting</li> <li>Working with children / young people with additional needs (e.g. behavioural, mental health, trauma, ACES, attendance, bereavement, SEND)</li> <li>Supporting and working with parents of young people with additional needs</li> <li>Planning, delivering and measuring impact of targeted intervention</li> <li>Working with colleagues and external stakeholders (e.g. from external agencies)</li> <li>Administration experience relative to role</li> <li>Safeguarding protocols</li> </ul>	<ul style="list-style-type: none"> <li>Subject or intervention programme specialisms to support diverse needs within school</li> <li>Working in a wider range of settings with children</li> <li>Use of safeguarding systems for reporting and recording</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>Good listening skills</li> <li>Effective written and verbal communication skills Knowledge of the barriers to learning that pupils may face</li> <li>Tailoring plans and interventions to individual pupils</li> <li>Able to use IT systems</li> <li>Able to create good relationships with children, staff, parents and external agencies</li> <li>Safeguarding of children and young people</li> <li>Understands relevant policies, codes of practice and legislation including safeguarding</li> <li>Behaviour management strategies including de-escalation</li> </ul>	<ul style="list-style-type: none"> <li>Whole school initiatives and strategies</li> <li>Behaviour management strategies link to Trauma Informed Practice</li> <li>Knowledge of available support services in the local area</li> <li>Able to use IT systems and to conduct analysis and produce reports</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Positive, patient and calm</li> <li>Wants to provide the best possible opportunities for all pupils</li> <li>Organised, good time management, proactive and self-motivated</li> <li>Upholds and promotes the ethos and values of the school</li> <li>Work well as a part of a team and be organised.</li> <li>Calm under pressure and able to adapt to change quickly</li> <li>Communicate effectively with all stakeholders</li> <li>Empathy with children and their needs</li> <li>Prioritise effectively</li> <li>Be able to work under the direction of the SLT in planning work programmes for individuals and groups;</li> <li>Be committed to professional self-development</li> <li>Maintain appropriate professional boundaries with children, parents and staff</li> <li>Maintains confidentiality at all times</li> <li>Committed to safeguarding, equality, diversity and inclusion</li> </ul>	

