



Pastoral Support Officer - Person Specification

	JOB REQUIREMENT	Essential	Preferred	* How assessed
Qualifications, knowledge and experience	A good standard of general education with a minimum level 2 in literacy and numeracy (or equivalent)	✓		A & C
	a relevant and recognised qualification at diploma level or above (or equivalent)	✓		A & C
	First Aid Qualification		✓	A
	Specialist SEN/ESBD Training		✓	A
	Experience of working with children with ESBD (Emotional, Challenging and Behavioural difficulties)	✓		A & C
	Previously worked within youth services or a secondary school setting.	✓		A, I & T
	Experience of working with children with a range of SEND, supporting with literacy and numeracy		✓	A & I
	Experience of working to minimise children's risk taking and to keep children safe		✓	A & I
	Further relevant qualifications i.e. counselling		✓	A
	Experience supporting students to access KS3 and KS4 alternative or vocational curriculum		✓	A, I
	Experience of Behaviour Management Strategies	✓		A, I
	Experience of maintaining pupils learning records and reports	✓		A, I
	Excellent ICT skills including a good working knowledge of Microsoft 365 Applications i.e. Word, Excell, Outlook, Teams etc	✓		A, I
Personal and interpersonal	Interacting and Presenting – Relating and Networking Establishes good relationships with pupils, parents, staff and other stakeholders; Builds wide and effective networks of contacts inside and outside the organisation; Relates well to people at all levels; Manages conflict; Uses humour appropriately to enhance relationships with others	✓		I
	Organising and Executing – Delivering Results & Meeting Customer Expectations Focuses on stakeholder needs and satisfaction; Sets high standards for quality and quantity; Monitors and maintains quality and productivity; Works in a systematic, methodical and orderly way; Consistently achieves project goals	✓		I
	Creating and Conceptualising – Learning and Researching Rapidly learns new tasks and quickly commits information to memory; Gathers comprehensive information to support decision making; Demonstrates a rapid understanding of newly presented information; Encourages an organisational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback); Manages knowledge (collects, catalogues, and disseminates knowledge of use to the organisation)	✓		I
	Supporting and Co-operating – Working with People Demonstrates an interest in and understanding of others; Adapts to the team and builds team spirit; Recognises and rewards the contribution of others; Listens, consults others and communicates proactively; Supports and cares for others; Develops and openly communicates self-insight	✓		I
	Adapting and Coping – Coping with Pressures and Setbacks Works productively in a pressurised environment; Keeps emotions under control during difficult situations; Maintains a positive outlook at work; Handles feedback well and learns from it	✓		I

Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people.	✓		I
	Enhanced DBS disclosure <i>(to be completed by preferred candidate following interview)</i> .	✓		C
	Willingness to undertake safeguarding training when required.	✓		I

* A = application, C = clearances, I = interview, T = task