

**Job Description: Pastoral support worker**

**Principal Accountabilities:**

* To support the Academy Lead (Pastoral) in providing high quality therapeutic support for all of our young people.

To undertake other responsibilities in the school, as agreed with the Headteacher

**Key duties**

**The post holder will be a role model of effective educational practice in a specialised SEMH/SCLN setting for all staff and children. The key duties are as follows:**

* To provide pastoral support to students experiencing difficulties with engagement or dysregulation on a day-to-day basis
* To work as part of the team that responds to challenging behaviour
* To provide information, advice and structured intervention to enable students to make

positive choices about their behaviour, attendance and social interactions

* To liaise with staff, parents and relevant outside agencies to provide appropriate

intervention for students experiencing disruption to their learning

* To liaise with support staff and teachers to share strategies for support
* To develop strong links between the school and families in order to improve educational

opportunities for students and to promote a positive attitude towards school

* To comply with confidentiality and safeguarding procedures
* To contribute to the monitoring, recording and analysis of the welfare and daily experiences of our young people.
* Modelling high standards and being a positive participant in a culture of sharing good practice amongst all staff.
* Contributing to the system of whole school rewards.

**Welfare**

* To support young people to develop a wider educational, social and cultural understanding of life.
* To monitor the individual health needs of young people and to communicate those needs to other staff as appropriate.

**Line management**

* Line managed by the Academy Lead (Pastoral)

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | GCSE Maths and English at grade 4 and aboveEvidence of continued relevant professional developmentSafeguarding training within a setting with young people | Qualifications or training in pastoral therapeutic interventionsSpecific SEND and mental health related training/qualificationsTeam Teach trained Minibus driverFull, clean driving licence |
| **Experience, skills and knowledge** | Experience of working with students with SEMH and SLCN in a similar or relevant role  Interest and aptitude for working with socially vulnerable young people  Self-motivated and committed to self-development Experience of using holistic behaviour management techniques to positively support young people and safely manage behaviours A knowledge and understanding of specific learning difficulties such as SEMH, ADHD, Autism, Dyslexia and Dyspraxia to support the learning of students with such difficulties. Ability to work in an environment that requires a high level of confidentiality Experience of working effectively as a team  Good ICT skills and a high level of attention to detail  Good written and oral communication skills  Good organisational skills Ability to form and maintain appropriate, positive relationships and personal boundaries with children and young people Commitment to safeguarding and promoting the welfare of children and young people  | Experience of working with vulnerable young people in a variety of settingsExperience of working in a highly confidential environment  |
| **Personal qualities** | Well-developed ability to manage the demands of work and homeWell-developed ability to manage personal wellbeing in a demanding environmentAbility to encourage learning by building positive relationships  High expectations of behaviour and the ability to support behaviour without confrontation  Excellent interpersonal skills, energy levels, enthusiasm and flexibility  Calm and adaptable with an ability to work within a flexible and busy environment  Willingness to undergo appropriate checks, including enhanced DBS checks  Emotional resilience in working with challenging behaviours  Have a willingness to demonstrate commitment to the values of Learn@MAT and Sky Academy |  |
| **Other** | A willingness to support extra-curricular activities and trips |  |