

Person Specification

Pastoral Support Worker

	Essential	Desirable
Qualifications		
	At least grade C/4 in GCSE Maths and either English Language or English Literature	Relevant Level 3 or higher qualifications
		Designated Safeguarding Lead
Skills and abilities		
Teaching skills	Ability to support, motivate, challenge and inspire our students to make great progress in their lessons and overcome barriers to their learning	Experience of working with young people with Social, Emotional and Mental Health difficulties and/or challenging behaviour
	Ability to plan and deliver individualised programmes of support for children to overcome social and emotional barriers to learning	Understanding of alternative and therapeutic interventions for student progression.
	Ability to work with parents, families and external agencies in order to improve the outcomes for Testwood students	Knowledge of the different agencies that can support students and their families, and understanding of how these can be best utilised to secure good outcomes for students
	Willingness to learn, develop and share skills with other staff	
Communication skills	Ability to communicate sensitively, imaginatively and effectively with students	
	Able to liaise with school staff about students to support their academic progress	
	Ability to communicate effectively with parents and carers.	
Organisational skills	Ability to work independently and as part of a team.	
	Ability to use IT effectively as an integral component of the role	
	Ability to maintain accurate records	

Personal Attributes		
Personal qualities	Enthusiastic and determined, resilient to setbacks.	
	Possess flexibility, sensitivity, tact and a sense of humour	
Professional Development	Committed to own professional development and learning	Ability to contribute to the professional development and learning of other staff
Ethos	Committed to promoting the safety and wellbeing of all students	Able to commit to enrichment activities for students
	Committed to the school values (Caring, Inclusive, Ambitious)	
	Committed to the success of every student	