

Pastoral Support Worker – Person Specification

	Essential	Desirable	Evidence
Experience	<ul style="list-style-type: none"> Experience of working with students demonstrating challenging behaviour or dealing with disadvantaged circumstances. NVQ Level 3 or equivalent. 	GCSE English and Maths at grade C or above	Application Test Interview
Knowledge and skills	<ul style="list-style-type: none"> Ability to work effectively with, relate to and earn the trust of young people, families and carers. Ability to work effectively with, relate to and earn the trust of teaching staff, senior leaders and external agencies. Able to engage and work with young people, including those who are disaffected. The ability to identify to challenges and barriers that many young people experience, and to engage in strategies to help them overcome these. An active listener. The ability to negotiate and plan individual goals. Ability to work constructively as part of a team, understanding school roles and responsibilities and your own position within these. Ability to relate well to children and to adults. Good organisational, planning and prioritisation skills. Methodical, with a good attention to detail. 	Full working knowledge of relevant policies / codes of practice, and awareness of relevant legislation	Application Test Interview
Attributes	<ul style="list-style-type: none"> Person-centred Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect. 		Application Test Interview

	<ul style="list-style-type: none"> • Takes responsibility and accountability. • Committed to the needs of the students, parents and other stakeholders, to challenge barriers to providing an effective service. • Demonstrates a “can do” attitude including suggesting solutions, trusting and encouraging others, and achieving expectations. • Is committed to the provision and improvement of quality service provision. • Is adaptable to change / embraces and welcomes change. 		
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