

THE BISHOP OF WINCHESTER ACADEMY

Person Specification- Pastoral Team Worker

Ethos

Essential

- Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.
- Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.
- All academy post-holders are expected to contribute to the development of young people and the community.

Education, Training and Qualifications

Essential

- Good numeracy/literacy/ICT skills
- Maths and/or English Grades GCSE A-C

Skills and Abilities

Essential

- Ability to work successfully with students with challenging behaviour
- Ability to work constructively as part of a team
- Ability to communicate at all levels i.e. Staff, students, home and professionals.
- Flexible and able to respond quickly to new situations.

Desirable

- Able to recognise own training needs and willing to undergo relevant training
- Ability to support families and carers of students with challenging behaviours

Specialist Knowledge

Essential

- Understanding of relevant policies/codes of practice and awareness of relevant legislation
- Understanding of behavioural strategies
- Basic understanding of child development and learning
- Working with or caring for children of relevant age
- General understanding of national/foundation stage curriculum and other basic learning programmes/strategies

Desirable

- Understanding classroom roles and responsibilities and your own position within these.
- Experience in group work
- Understanding of Child Protection and the new SEND Code of Practice

Experience

Essential

- Training in or experience of working with young people with behavioural difficulties

Desirable

- Training in the relevant learning strategies
- Experience in pastoral care

Other

Essential

- Fully committed to all Academy Policies.