## **PERSON SPECIFICATION**

Post Title: Pastoral Support

**Salary:** Salary: Scale 2c point 22 – 25 £20,658 – £22,658 Pro rata (Scale 3a point 26-29 £23,398

- £25,951 available for exceptional & experienced candidate)

| Qualifications & Experience   |        |
|---|--------|
| <ul> <li>Must be numerate and literate (minimum GCSE Maths, Science &amp; English Grades A* - C)</li> </ul>                         | E      |
| Good standard of education to A Level (or equivalent)   | D      |
| Educated to degree level  | D      |
| <ul> <li>Experience of successful working with young people aged 11 to 16 years and their parents/carers in a similar</li> </ul>    | D      |
| pastoral capacity   |        |
| Experience of working in a school   | D      |
| <ul> <li>Experience of working with young people with complex behavioural needs to produce positive outcomes</li> </ul>             | D      |
| Experience of multi-agency working  | D      |
| Skills and Abilities  |        |
| Ability to work in a fast-paced environment, responding effectively to changing demands and circumstances                           | E      |
| Effective time-managements skills   | E      |
| <ul> <li>Ability to support students and manage challenging behaviour constructively and consistently using a range of</li> </ul>   | D      |
| strategies  |        |
| Ability to communicate with and motivate young people   | D      |
| Ability to take a restorative approach to conflict  | D      |
| <ul> <li>Providing a safe environment to ensure the physical and psychological safety of the students</li> </ul>                    | D      |
| <ul> <li>A commitment to the holistic development of students - specifically the character development of students</li> </ul>       | E      |
| <ul> <li>A willingness to contribute to the enrichment activities, the community work of All Hallows.</li> </ul>                    | D<br>D |
| Ability to react and de-escalate difficult situations   | D      |
| <ul> <li>Knowledge and understanding of national education priorities/developments</li> </ul>                                       | E      |
| <ul> <li>Ability to use IT for communication, record keeping and data analysis</li> </ul>   | E      |
| <ul> <li>Ability to make sound decisions, identify and solve problems and seize opportunities</li> </ul>                            | E      |
| <ul> <li>Well-developed interpersonal and communication skills (including written, oral and presentation skills)</li> </ul>         | E      |
| <ul> <li>Positive disposition towards inclusion of all students including those with learning difficulties in mainstream</li> </ul> | -      |
| learning and education  |        |
| <ul> <li>Ability to relate well to a range of staff, students and parents/carers</li> </ul>   | E      |
| <ul> <li>Able to build strong relationships with key people in relevant organisations</li> </ul>                                    | E      |
| Ability to work independently and as part of an effective team  | E      |
| Ability to carry out verbal and written instructions  | E      |
| Commitment to equal opportunities   | E      |
| Ability to prioritise effectively, use initiative and common sense  | E      |
| Appropriate attitude to authority   | E      |
| Emotional resilience and positive attitude  | E      |
| Commitment to the school ethos and aims   | E      |
| Deep understanding and commitment to the safeguarding of children   | E      |
| Flexible approach to working hours  | E      |
| Accurate and fluent spoken English  | E      |
|   |        |