



PASTORAL SUPPORT TEAM MEMBER PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Experience	<ul style="list-style-type: none"> Working in secondary schools with students who are experiencing social, emotional and/or behavioural problems Working with student's families Effective partnership working with Social care, Education, Health, voluntary and community sector and other providers 	<ul style="list-style-type: none"> Working within a multi-disciplinary team setting Teaching/Training/ tutoring Working with vulnerable children
Professional Learning	<ul style="list-style-type: none"> Child protection procedures and referral thresholds for different services Good communication skills, including with a range of different professionals: listening; questioning; giving feedback; oral and written 	
Knowledge & Skills	<ul style="list-style-type: none"> Child development Behaviour management How secondary schools function How partnership organisations function Partnership working: empowerment, advocacy, student-focussed interviews Appropriate assessment frameworks Commitment to working in partnership and to preventative work Ability to form positive relationships with partner agencies Proven ability to work with parents in their own homes Good negotiation skills. Good communication skills with children, young people and parents: Problem solving skills: diagnosing problems; evaluating alternative options; making accurate judgements Good assessment skills: able to collect and analyse information; able to identify source and levels of risk; able to assess appropriate level of intervention and means of resolution Administrative skills: able to keep good written records; adopt good administrative practice/ systems; keep data/ use management information Time-management skills: able to prioritise Ability to work independently and to use supervision appropriately Flexibility in identifying and responding to the development of the post and its scope. Commitment to the principle of capacity-building and to team-working Reliability and good attendance 	
Personal Attributes	<ul style="list-style-type: none"> Understanding Trustworthy 	



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| <ul style="list-style-type: none">• Approachable• Helpful• A good listener• Motivated• Knowledgeable• Put children and young people first• Positive• Assertive• Well trained• Kind• Respectful |
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