

Pastoral Intervention Practitioner Person Specification

Education and Qualifications	Essential	Desirable	Assessment
Educated to O / GCSE level	✓		A
A professional qualification in a relevant area such as counselling or Substantial experience working with young people and their families will be considered as an alternative qualification	✓		A
Commitment to personal/professional development	✓		A/I
Full driving licence	✓		A/I

Experience	Essential	Desirable	Assessment
Knowledge and experience of investigating Safeguarding cases in a school setting	✓		A/I
Experience of working with young people and their families in a professional capacity	✓		A/I
Experience of identifying needs, setting targets and evaluating effectiveness	✓		A/I
Experience of multi-agency work	✓		A/I
Experience of working in an educational / school environment	✓		A/I
Experience of one-to-one therapeutic work	✓		A/I

Skills and Attributes	Essential	Desirable	Assessment
Ability to understand the conflicting pressures encountered when working within a school environment	✓		A/I
Ability to understand the school perspective and ethos and work positively with school staff	✓		A/I
Ability to relate to young people and adults positively, both as individuals and in groups, encouraging participations and empowerment	✓		A/I
Ability to plan strategically in order to meet identified needs	✓		A/I
Good communication, both written and oral	✓		A/I
Ability to be self-motivated and have good time management skills	✓		A/I
Ability to work within a team as a constructive team member	✓		A/I
Confident user of MS Word and Outlook	✓		A/I

Personal Qualities	Essential	Desirable	Assessment
The ability to build positive and appropriate relationships with young people	✓		A/I
The ability to motivate children / young people who may have previous negative educational experiences and act with integrity	✓		A/I
The ability to remain calm in stressful situations	✓		A/I
Personal resilience and emotional strength	✓		A/I
A sense of humour	✓		A/I

Must be a good role model to students	✓	A/I
Must be adaptable and willing to accept guidance and support	✓	A/I

Assessment Key

A Application Form

I Interview