

Person Specification - Pastoral Support Officer

Attribute	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> 5+ GCSE A* - G (or equivalent) including English and Mathematics. 	<ul style="list-style-type: none"> 5+ GCSE A* - C (or equivalent) including English and Mathematics. A degree or higher-level qualification in a relevant subject. 	<ul style="list-style-type: none"> Application References
Knowledge and skills	<ul style="list-style-type: none"> Knowledge of behaviour modification techniques. Knowledge of the social, emotional and mental health needs of young people. Knowledge of EHCP & SEMH processes. Knowledge of how to deescalate behaviour incidents Good ICT skills 	<ul style="list-style-type: none"> A good understanding of Positive Discipline. 	<ul style="list-style-type: none"> Application References Teaching exercise Interview and practical activities
Experience	<ul style="list-style-type: none"> Recent experience working in a secondary school. Experience supporting students to improve behaviours Experience working within the behaviour team of a secondary school. 	<ul style="list-style-type: none"> Experience supporting students to overcome personal barriers to academic success. Experience working with a variety of external agencies to support young people. 	<ul style="list-style-type: none"> Application References Interview and practical activities
Continuous Professional Development	<ul style="list-style-type: none"> Evidence of commitment to continuing professional development. 	<ul style="list-style-type: none"> Experience providing training to others. 	<ul style="list-style-type: none"> Application
Personal Qualities	<ul style="list-style-type: none"> A passion for education and making a difference. Excellent communicator. Effective team member. Drive and determination. Ambition. Energy, enthusiasm, sense of humour. Willingness to contribute to the wider life of the academy. 		<ul style="list-style-type: none"> Application References Interview and practical activities

The GORSE Academies Trust is committed to safeguarding and promoting the wellbeing of all children and we can expect our staff and volunteers to share this commitment. The successful candidate will be subject to a Disclosure and Barring Service (DBS) check. We promote diversity and aim to establish a workforce which reflects the population of Leeds.