**Person Specification**

**Pastoral Support Officer**

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| **Attribute** | **Essential** | **Desirable** | **How identified** |
| **Qualifications** | * 5+ GCSE A\* - G (or equivalent) including English and Mathematics.
 | * 5+ GCSE A\* - C (or equivalent) including English and Mathematics.
* A degree or higher-level qualification in a relevant subject.
 | * Application
* References
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| **Knowledge and skills** | * 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
 | * A good understanding of Positive Discipline.
 | * Application
* References
* Teaching exercise
* Interview and practical activities
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| **Experience** | * Recent experience working in a secondary school.
* Experience supporting students to improve behaviours
* Experience working within the behaviour team of a secondary school.
 | * Experience supporting students to overcome personal barriers to academic success.
* Experience working with a variety of external agencies to support young people.
 | * Application
* References
* Interview and practical activities
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| **Continuous Professional Development** | * Evidence of commitment to continuing professional development.
 | * Experience providing training to others.
 | * Application
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| **Personal Qualities** | * 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.
 |  | * Application
* References
* Interview and practical activities
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*Bruntcliffe Academy is committed to safeguarding and promoting the welfare of our pupils, and expects all staff, governors and volunteers to share this commitment. The successful candidate will be subject to enhanced Disclosure and Barring Service (DBS) checks. We promote diversity and want a workforce which reflects the population of Leeds.*