

Person specification

SEMH Pastoral Support

June 2023

Attributes	Essential	Desirable	How identified
Qualifications, Knowledge and Experience:	<ul style="list-style-type: none"> • Experience of working with young people with SEMH difficulties • Prior experience in a similar role • Academic qualifications including GCSE English and Maths (Grades A-C) 	<ul style="list-style-type: none"> • Experience of working within a secondary school setting • First Aid qualification, or willingness to work towards 	Application form and interview
Planning and Organising:	<ul style="list-style-type: none"> • Strong organisational skills and ability to prioritise and delegate • Strong record keeping • Ability to meet deadlines 		Application form and interview
Management and Teamwork:	<ul style="list-style-type: none"> • Excellent team worker/collaborative style of leadership • Understands their own contribution to the school as a whole • Management style that encourages participation, innovation and confidence. • Resilience and motivation to support teachers through day-to-day challenges • Vision aligned with the school's high aspirations and high expectations of self and others • Clear understanding of the strategies to establish consistently high standards of achievement and behaviour in a school and commitment to relentlessly instilling these strategies • Can skillfully manage and maintain effective working relationships with students, 		Application form and interview

Attributes	Essential	Desirable	How identified
	parents and other stakeholders.		
Communicating and Influencing:	<ul style="list-style-type: none"> • Strong interpersonal, written and oral communication skills • Genuine passion and a belief in the potential of every student • Motivation to continually improve standards and achieve excellence • Strong IT Skills including Microsoft PowerPoint, Excel, Word and Outlook 	<ul style="list-style-type: none"> • Experience of working with outside agencies linked to schools 	Application form and interview
Other Skills and Behaviours:	<ul style="list-style-type: none"> • Commitment to the safeguarding and welfare of all pupils. • Commitment to equality of opportunity and the safeguarding and welfare of all pupils • Willingness to undertake training • This post is subject to an enhanced Disclosure and Barring Service check. 	<ul style="list-style-type: none"> • Experience of working with confidential information 	Application form and interview