



Person Specification: Senior Pastoral Worker (Intervention Lead)

Assessed by application (A)

Assessed by the recruitment process (R)

Criteria	Essential	Desirable
Qualifications and Education		
A good standard of English and Maths at GCSE A*-C GCSE, or equivalent.	A	
Hold or willing to work towards relevant qualification such as ELSA/Counselling training qualification		A
Hold or willing to undertake First Aid Training		A
Experience		
Experience of working with young people who have a wide variety of educational and social needs	A,R	
Experience of working independently and autonomously	A,R	
Experience of managing student behavior within an inclusion team		A
Experience of working in a secondary school or similar educational setting	A	
Skills and Abilities		
Ability to apply good behaviour management strategies	R	
Ability to manage the emotional, cultural and social needs of students	R	
Excellent interpersonal communication skills, including influencing skills	R	
Ability to maintain a positive and calm learning environment	R	
Ability to work successfully as part of a team	R	
Ability to keep accurate records	R	
Ability to exercise discretion and judgement	R	



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Willing to accept the demands and challenges of the post and respond in a flexible manner and use initiative	R	
Tenacity in supporting others to achieve a positive outcomes	R	
Patience and resilience	R	
Excellent time-management and multi-tasking skills demonstrating the ability to work under pressure and to tight deadlines	R	
Knowledge		
Be familiar with the full range of educational policies, particularly those regarding well-being, health and safety, equal opportunity issues and special educational needs (SEN)		R
Knowledge of child protection and safeguarding		R
Knowledge of behaviour management techniques and behaviour intervention strategies		R
An understanding of the national curriculum and the needs of learners		R
Knowledge of the potential barriers to learning		R
Knowledgeable about and committed to safeguarding and promoting the inclusion within an educational setting		R