

**Upton St Leonards C of E Primary School – Pastoral Support Worker
Person Specification**

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Relevant childcare, education, social care or health qualification to at least NVQ Level 3 or equivalent • GCSE English Grade C or above or equivalent • Driving licence 	<ul style="list-style-type: none"> • Further qualifications and/or studies relevant to the role. (E.g. qualifications in counselling, social care, health or education) • Qualified Thrive Practitioner
Experience	<ul style="list-style-type: none"> • Experience of working with families, vulnerable people or children. • Experience of supporting pupils with Social, Emotional, Mental Health/ Emotional Wellbeing needs. • Experience of working closely with parents and/or other stakeholders • Experience of working independently and as part of a team. • Experience of meeting professionally with groups of people or individuals. 	<ul style="list-style-type: none"> • Training in community work, counselling skills or similar • Training in facilitating parenting groups • Experience of successful signposting • Thorough knowledge of statutory services and relevant children’s legislation, especially child protection and safeguarding • Experience of providing intervention programmes eg through social skills groups, anger management, circle time etc • Experience of providing pastoral care • Experience of social work or working in school
Knowledge and Understanding	<ul style="list-style-type: none"> • Up to date safeguarding and child protection knowledge 	<ul style="list-style-type: none"> • Knowledge of support and resources available for families locally • Knowledge of the Early Help pathway
Skills, attributes and abilities	<ul style="list-style-type: none"> • Commitment to our school values and Christian ethos • Ability to manage pupil behaviour in a calm, positive and restorative manner in line with the schools’ Relationships (Behaviour) Policy • Ability to work with children and families in a variety of settings within school, at home or in the community • Ability to work flexibly and supportively with parents and carers 	

	<ul style="list-style-type: none"> • Ability to work in partnership with teachers and other professionals as well as agencies, voluntary groups and service providers • Excellent interpersonal skills • Good communication skills, orally and in writing • Computer literate • Collaborative team member • Open and reflective • Self-motivated • Resilience, flexibility and ability to retain a sense of perspective • Approachable, positive, flexible and enthusiastic with a good sense of humour 	
Interests	<ul style="list-style-type: none"> • Has interests out of school and an enthusiasm for life 	<ul style="list-style-type: none"> • Brings personal interests and enthusiasms to the school community