**Person Specification for:**

**Pastoral Support Assistant**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications / Training | Level 2 qualification (or equivalent) in numeracy and literacy | Level 3 qualification |
| Experience | Significant experience of working with children / young people in a special school setting. | Experience of behavioural support work.Experience of working with students with SEMH needs. |
| Knowledge, Skills, Attributes | Ability to remain calm under pressureAbility to de-escalate situations as necessaryAbility to communicate effectively,both verbally and in writingAbility to work as part of a team and demonstrate good organisational and time management skillsAbility to analyse data to identify trends and areas of support and developmentAbility to work under own initiativePrepared to undertake and engage in trainingUnderstanding the causes of barriers to learningTrained or willingness to be trained in de-escalation handling techniquesSolution focused and ability to problem solve under pressureWorking knowledge of Protective Behaviour ICT skills to be able to support learning, teaching and assessment and to be self- sufficient in terms of emails and administrationAnalyse behaviour dataDriving licence (may need to use own vehicle for occasional business use) and willingness to drive school vehicles including minibuses (with appropriate training) | Experience of leading teams ofIndividualsExperience in Safeguarding and Child ProtectionExperience of delivering trainingWorking knowledge of restorative approaches to conflict resolution |
| Personal Qualities | Self-aware / emotionally literateDemonstrate integrity and professionalismGood attendance record and emotional resilienceAbility to work under pressure and meet deadlines |  |

***Isebrook School is committed to safeguarding children, promoting the welfare of all pupils, and expects all staff to share this commitment***