**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 pressure  Ability to de-escalate situations as necessary  Ability to communicate effectively,  both verbally and in writing  Ability to work as part of a team and demonstrate good organisational and time management skills  Ability to analyse data to identify trends and areas of support and development  Ability to work under own initiative  Prepared to undertake and engage in training  Understanding the causes of barriers to learning  Trained or willingness to be trained in de-escalation handling techniques  Solution focused and ability to problem solve under pressure  Working 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 administration  Analyse behaviour data  Driving 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 of  Individuals  Experience in Safeguarding and Child Protection  Experience of delivering training  Working knowledge of restorative approaches to conflict resolution |
| Personal Qualities | Self-aware / emotionally literate  Demonstrate integrity and professionalism  Good attendance record and emotional resilience  Ability 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***