Elthorne Park High School

**Pastoral Support Worker**

Person Specification

**A. Background, Education and Training**

1. Graduate qualification is desirable.
2. Experience of working in secondary education; mentoring, counselling, youth work or similar.
3. Participation in in-service courses and professional study relevant to the post.
4. **Experience**
5. Experience of working in the field of safeguarding would be preferable.
6. Experience of mentoring, counselling or teaching students of secondary school age.
7. Experience of organising, developing and motivating young people.
8. **Knowledge, Skills, Abilities and Qualities**
9. A commitment to embedding a culture of strong and robust safeguarding throughout the school. Sound knowledge and understanding of child protection procedures, indicators of risk and referral routes.
10. Ability to work with the designated leaders to decide upon and design the support required for vulnerable students in a high school environment
11. Ability to allocate students to appropriate interventions, liaise with appropriate professionals, map and evaluate their progress.
12. Ability to mentor students individually and in groups to improve their attendance, academic performance and behaviour, using an appropriate range of strategies.
13. Ability to communicate effectively, both orally and in writing, with a range of stakeholders. Be able to use IT operating systems competently.
14. Ability to work as part of a team and possess skills to negotiate and consult effectively.
15. Ability to prioritise, plan and organise work under pressures.
16. Ability to use data to track student progress and prepare reports for a range of stakeholders.
17. Ability to act as a positive role model for students and other staff.
18. Ability to form good working relationships with students, parents and outside agencies.
19. Ability to self-manage professional goals and CPD development. Willingness to engage in first aid and mental first aid certification after appointment.