



Chaucer Infant School

Person Specification – Pastoral Support Worker

	Essential	Desirable
	The successful candidate will...	The successful candidate could...
Qualifications, training and experience	<ul style="list-style-type: none">– have significant experience working with children– have experience working in safeguarding and be willing to undergo DSL training– have experience in supporting the wellbeing of young people	<ul style="list-style-type: none">– have experience working with children between the ages of 3 and 11– have experience working with young people and families from diverse backgrounds and contexts– have already undergone DSL training– hold additional relevant qualifications
Knowledge and skills	<ul style="list-style-type: none">– have a thorough understanding of how to safeguard children and apply this in a proactive and vigilant manner– be able to assess priorities, work flexibly and adapt to changing circumstances quickly and appropriately– be able to manage and maintain accurate records in a confidential manner– show understanding and sympathy towards the complex lives and experiences of some families– demonstrate a high standard of written English, including grammar, and a good level of Mathematic ability– understand of the complex and diverse range of children's needs– have good communication skills	<ul style="list-style-type: none">– have a comprehensive awareness of safeguarding and child protection issues, procedures and codes of practice– be competent in their use of online systems such as MyConcern and Arbor– be familiar with THRIVE techniques for behaviour management– have a good understanding of behaviour management and be able to apply a range of positive techniques

Personal qualities	<ul style="list-style-type: none"> – be able to work independently, using initiative, and collaboratively under the direction of others – demonstrate professionalism at all times – be positive, friendly and approachable – be patient, compassionate and forgiving – work successfully as part of a team – show an ability to develop appropriate and positive relationships – be resilient and work well under pressure – have good problem-solving skills – be a reflective practitioner who constantly looks to improve their practice and learn from others – be committed to equality for all – be organised and punctual, showing the ability to manage a demanding workload – be relatable to people from all backgrounds 	<ul style="list-style-type: none"> – be dynamic, creative and innovative – be able to conduct themselves confidently
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