

	<p><u>Chaucer Infant School</u></p> <p>Person Specification – Pastoral Support Worker</p>	
	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
-----------------------	---	--