



Willow Vale School
PERSON SPECIFICATION
Pastoral Lead

Attributes	Essential	
Key Competencies	<ul style="list-style-type: none"> • Emotional resilience. • A working understanding of de-escalation techniques and strategies to support students with Social, Emotional and Mental Health (SEMH) needs. • Proven ability to work with students displaying SEMH needs. • Proven ability to establish, maintain and repair relationships with students. • Proven ability to manage potentially challenging situations. • Proven ability to demonstrate understanding and management of diversity issues in all working practices. • Proven ability in prioritising, problem-solving and creative thinking. <p>Excellent oral and written communication skills.</p>	
Work Experience	<p>Essential</p> <ul style="list-style-type: none"> • At least two years' experience of working with students with SEMH needs in either a mainstream, special school or alternative provision setting. • Able to use a range of de-escalation techniques. • Knowledge of multi-agency and multi-professional working. • Experience of supporting students in a range of subjects and learning environments. • 	<p>Desirable</p> <ul style="list-style-type: none"> • Higher Level Teaching Assistant (HLTA) assessed status. • Deputy Designated Safeguarding Lead (DDSL) experience. • Trained to DSL level or willingness to achieve this. • Experience of multi-agency and multi-professional working in safeguarding. • Use of ICT in a learning environment including use of My Concern and Management Information Systems (Arbour, SIMs) • Experience in a range of educational settings including mainstream. • Experience of delivering a range of SEN interventions. • Trauma informed approach experience/training. <p>Experience of using Emotion Coaching and PACE</p>
Qualifications	<ul style="list-style-type: none"> • Education to GCSE, A level or equivalent • Evidence of CPD with a focus on Social Emotional Mental Health. • Driving licence, ability to transport students and work across the Willow Vale School area. 	<ul style="list-style-type: none"> • Certificate in Education (FE). • Study in subjects that will support the role. • Trauma Informed diploma. •

<p>Personal Attributes</p>	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills. • Enthusiasm for the welfare and well-being of young people. • The ability to sustain good working relationships with others. • The ability to respond calmly and relationally to challenging behaviour and to manage outcomes to a successful conclusion. • An empathic approach to students and staff. • The ability to recognise stress in self and others and respond. • Manage a healthy work-life balance. • A solution focused approach to problem solving. • A willingness to work collaboratively and flexibly with staff, external agencies, parents/carers and the general public. • An ability and willingness to accept young people at the point at which they are and hence work to promote self-esteem. 	<ul style="list-style-type: none"> • An understanding of how humour supports the development of effective learning in young people. •
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