



Chaucer Infant School

Person Specification – Pastoral Support Worker

	Essential	Desirable
	The successful candidate will...	The successful candidate could...
Qualifications and training	<ul style="list-style-type: none">– have Level 3 or equivalent qualification and experience– be willing to undertake a HLTA qualification if they have not already done so	<ul style="list-style-type: none">– have a HLTA qualification or equivalent– have additional relevant qualifications and/or training, including a first-aid qualification
Experience	<ul style="list-style-type: none">– have experience of working within in a school setting or alongside young people– have experience in supporting pupils across the full curriculum– have experience in supporting the wellbeing of young people	<ul style="list-style-type: none">– have experience of working in the EYFS and/or KS1– have experience working in a variety of different areas, particularly those which are similar to our catchment– have experience in working alongside a variety of children, including those with SEND, EAL and behavioural difficulties
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– show understanding and sympathy towards the complex lives that some young people lead– understand that all children learn differently and to know how different strategies can be used to engage every learner– be organised and punctual, showing the ability to manage a demanding workload	<ul style="list-style-type: none">– be competent in their use of online systems such as MyConcern and Arbor (Data tracking systems)– be familiar with THRIVE techniques for behaviour management– demonstrate an understanding of different forms of assessment

	<ul style="list-style-type: none"> – have a good understanding of behaviour management and be able to apply a range of positive techniques – understand of the needs of pupils with SEND and/or EAL – demonstrate a high standard of written English, including grammar, and a good level of Mathematic ability – have good communication skills and know the importance of good working relationships with staff, parents and the school community
Personal qualities	<ul style="list-style-type: none"> – demonstrate professionalism – be positive, friendly and approachable – promote a safe and constructive working environment, constantly modelling high expectations for themselves and their pupils – 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 <ul style="list-style-type: none"> – be dynamic, creative and innovative – demonstrate flexibility and adaptability in dealing with changing situations – have self-confidence – appear relatable to people from all backgrounds