

	<u>Chaucer Infant School</u> 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