

Person Specification Lead Pastoral Support Practitioner



Attributes	Essential/ Desirable	Method of Assessment
Qualifications/Training		
Grade C/4 in English and Maths GCSE	Essential	Application form
A childcare/classroom support qualification	Essential	Application form
NVQ Level 3 or equivalent	Desirable	Application form
Experience		
Evidence of working with children	Essential	Application form
Experience of EYFS, KS1 and KS2	Desirable	Application form Interview References
Experience or understanding of special needs	Desirable	Application form Interview References
Evidence of managing staff	Desirable	Application form Interview References
Experience of working with and supporting families	Desirable	Application form Interview References
Training/Development		
Evidence of training within the area of Social, Emotional and Mental Health e.g. ELSA, Drawing and Talking Therapy, Lego Therapy	Essential	Application form
Prepared to attend training for relevant aspects of the post	Essential	Application form Interview
Positive behaviour Management	Essential	Application form Interview
Trained in 'Positive Handling'	Desirable	Application form
Skills and Abilities		
Creative and imaginative	Essential	Interview References
Leading interventions	Essential	Interview References
Patient but firm	Essential	Interview References
Organised	Essential	Interview References
Enthusiastic	Essential	Interview References
Adaptable	Essential	Interview References
Prepared to use own initiative	Essential	Interview References
Able to work as part of a team	Essential	Application form Interview References
Good communication skills with members of school staff and outside agencies	Essential	Interview
A sense of humour	Essential	References
A positive attitude	Essential	Interview
Emotional Resilience	Essential	Interview
Qualities		
Warm welcome manner, including telephone manner	Essential	Interview
Good sense of humour	Essential	Interview

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		References
High level of integrity, honest and strong moral principles	Essential	Interview References
Reliability and trustworthiness	Essential	Application Form Interview References
A positive enthusiastic approach	Essential	Interview
Able to deal effectively with confidential and sensitive information	Essential	Application form Interview References
To work on one's own initiative, prioritise and organise own work schedule. All duties are required to be carried out with minimal supervision and within set procedures.	Essential	Interview References
Other Factors		
Eligibility to live and work in the United Kingdom	Essential	Required document showing Right to Work in the UK or document for Asylum and Immigration Act.
Suitable to work with children	Essential	DBS Check
Flexible attitude towards work routines	Essential	Interview
Hagley Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced DBS check.		