

**PERSON SPECIFICATION**

Job Title:	<b>Pastoral Support</b>	Salary: <b>Grade 4 (pro rata to hours/weeks worked)</b>
Location:	<b>Whitley Academy</b>	

	<b>Essential Criteria</b>
<b>Education and Qualifications</b>	Educated to Level 2 minimum (GCSE grade C or above in English and Maths or equivalent).
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• Of the needs and characteristics of young people.</li> <li>• Of the importance of positive role models for young people.</li> <li>• Of equal opportunities and anti-discriminatory practice in the context of the school community.</li> <li>• Training will be provided in the following areas. However, any experience would be an advantage:               <ul style="list-style-type: none"> <li>○ Child protection.</li> <li>○ Supervision and behaviour management techniques.</li> <li>○ Strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure effective learning.</li> <li>○ EAL or TEFAL</li> </ul> </li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• To communicate effectively.</li> <li>• To motivate and encourage students to work co-operatively.</li> <li>• To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively.</li> <li>• To be a team player.</li> <li>• To organise and co-ordinate classroom activities.</li> <li>• To plan and deliver effective lessons that ensure clear learning objectives are met.</li> <li>• To work independently when required and as part of a cohesive team</li> </ul>
<b>Attitudes and Values</b>	<ul style="list-style-type: none"> <li>• High expectations of personal performance and of students' success.</li> <li>• Ability to adapt to different situations and show initiative.</li> <li>• Commitment to one's own professional development.</li> <li>• A belief that schools can make a positive difference to the lives of students.</li> </ul>
<b>Other</b>	This post is exempt from the Rehabilitation of Offenders Act 1974. An enhanced Disclosure and Barring Service check will be required prior to appointment