

PERSON SPECIFICATION

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

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