



Pastoral Support Partner
Job description
<p>Salary: Grade 5 (pts 11-14) £21,166 – £22,462 per annum pro rata Hours per week: 27.5 Report to: Deputy Headteacher</p>
<p><u>Main job responsibilities:</u></p> <ul style="list-style-type: none"> • To facilitate inclusion and help remove barriers to learning for children with social, emotional and mental health difficulties • To provide pastoral/ social emotional well-being support for pupils with the aim of building emotional resilience • To build positive relationships with identified children, based on honesty, trust, understanding and respect • To help raise children's self-esteem, expectations, achievements and behaviour • To provide children with strategies to manage their emotions and evaluate their actions before acting on impulse • To assist children's mental health and wellbeing by nurturing and by creating opportunities for them to achieve • To provide support for children who may be at risk of exclusion • To work with identified children who have specific needs other than or additional to learning difficulties • Supervise and work alongside other Learning Partners who are carrying out interventions, setting high expectations for all staff who work with the targeted intervention groups. • To work flexibly by responding to the needs of the children assessed, with in class provision and support being considered and organised if needed and most appropriate. • To attend multi-agency meetings, as appropriate, with other members of the Inclusion team to ensure an integrated approach to meeting children's needs. • To maintain confidentiality and adhere to the safe guarding procedures outlined in the schools safeguarding policy.
<p><u>Skills required:</u></p> <ul style="list-style-type: none"> • The ability to work effectively with children who have range of social, emotional and mental health difficulties. • To have the ability to make good decisions and work flexible according to need. • To be able to demonstrate empathy, active listening and interpersonal skills when dealing with children and colleagues. • To be able to work and communicate effectively with children, building trust and acting as their advocate. • To be able to work creatively with children, identifying strengths and targets for development. • To be able to draw up and agree on action plans to meet targets set. • To have the ability to positively deal with challenging pupils and emotionally demanding situations. • To identify appropriate resources to support targets. • To be able to promote children's feelings of self-worth and the ability to deal with children's physical, emotional and behavioural needs. • Be confident in using ICT to support children's targets and within report writing. • The ability to work flexibly with adaptability. • To be willing to undertake new training and to undertake CPD activities to further their own knowledge and skills base. • Ability to prioritise work and meet deadlines.



Knowledge:

- To have a familiarity with the school's safeguarding policies.
- To have an awareness of child development and the range of behaviours displayed at each stage of development/age.
- To have experience of working with vulnerable children and young people.
- To have knowledge of SEMH difficulties and behaviour patterns that might indicate other underlying problems that may need adoption of safeguarding policies e.g. neglect, emotional abuse etc.
- To have knowledge of the GDPR and the legal implications and restrictions for recording personal data and information.
- To have a knowledge and appreciation of the importance of planning and evaluation of sessions.

Experience/Qualification:

- Experience working in an educational setting
- Experience with working with children with additional needs, in particular SEMH difficulties
- GCSE's in English and Maths or equivalent qualification essential.
- NVQ level 2 or equivalent essential.

Linden Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

PERSON SPECIFICATION - POST TITLE: Pastoral Support Partner

	Essential	Desirable
EXPERIENCE/ KNOWLEDGE	<ul style="list-style-type: none"> • Experience of working with families, vulnerable people or children. • Experience of supporting pupils with Social, Emotional, Mental Health/ Emotional Wellbeing needs. • Experience of working closely with parents and/or other stakeholders. • Experience of working independently and as part of a team. • Experience of meeting professionally with groups of people or individuals. • Up to date safeguarding and child protection knowledge 	<ul style="list-style-type: none"> • Further qualifications and/or studies relevant to the role. (E.g. qualifications in counselling, social care, health or education). • Nurture provision experience.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Work effectively with teaching and support staff. • Resilient and flexible. • Ability to manage pupil behaviour in a calm, positive and restorative manner in line with the schools' positive behaviour policy. • Work creatively with children to identify strengths and targets for development/achievement. • Agree and draw up action plans to meet targets. • Ability to act as an advocate and build trust with our children. • Demonstrate empathy, effective communication, active listening and interpersonal skills when dealing with children, colleagues and parents/carers. • Promote children's feelings of self-worth and confidence in their abilities. • Excellent ICT skills. • Prioritise workload & work to deadlines. 	
PERSONAL QUALITIES AND ATTITUDES	<ul style="list-style-type: none"> • Genuinely care for the well-being of children, parents and families. • Be approachable and have empathy with people in a range of circumstances. • Excellent communication, listening 	



	and observation skills. <ul style="list-style-type: none">• Ability to work confidentially.• A commitment to inclusive education.	
EDUCATION/ QUALIFICATIONS	<ul style="list-style-type: none">• Relevant qualification at Level 2 or above.• GCSE English and Maths.	<ul style="list-style-type: none">• Nurture provision qualification
OTHER REQUIREMENTS		<ul style="list-style-type: none">• A full current driving license and access to own transport.