

**ST GEORGE’S CATHOLIC SCHOOL**

**Pastoral Lead - Person Specification**

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| **Criteria** | **Essential** | **Desirable** |
| **Professional qualifications** | * Educated to at least NVQ Level 3 with competency in literacy and numeracy.
 | * NVQ Level 3 qualification in Children and Education or equivalent.
* Current level 2 safeguarding training.
* Trained in delivering interventions to primary age children, e.g. Lego therapy.
* Trained in delivering parent workshops, e.g. TINK.
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| **Professional experience** | * Experience of working with families and children in challenging circumstances.
* Experience of working in or with schools.
* Experience of providing various types of family support, both at home and school.
* Experience of multi-agency working.
* Experience of developing positive working relationships.
* Experience of completing EHA’s using the relevant supporting documents, e.g. effective support for children and families in Somerset.
* Experience of working with primary age children, delivering interventions to support additional needs, including SEMH needs.
* Experience of running parent events, e.g. coffee mornings.
 | * Experience of planning, monitoring and evaluating services, reflecting on what has been successful and what needs to change.
* Experience of CAF process.
* Knowledge of the local community and local schools.
* Experience of counselling.
* Experience of working with EAL children and families.
* Experience of engaging hard to reach families.
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| **Professional knowledge** | * Knowledge of child growth and development, particularly for children of school age.
* Knowledge of strategies to support parents with parenting difficulties they may be experiencing.
* Secure understanding of safeguarding documents and policies, e.g. KCSIE
* Knowledge of Pupil Premium and the effective monitoring of pupils who are eligible.
* Knowledge of the services available in the local area and the ability to signpost families to this support.
 | * Knowledge of special education needs.
* Knowledge of school legislation and practice with regard to behaviour and attendance.
* Knowledge of mental health needs and strategies to support.
* Understanding of the benefit system and the support available to families.
* Trauma based understanding of behaviour and available interventions, e.g. Thrive.
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| **Catholicity** | * Supportive of the Catholic ethos of the school.
 | * Practicing Catholic
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| **Skills and abilities** | * Holding challenging conversations in a non-judgmental way, focusing on the best outcome for children and families.
* Ability to identify barriers to family engagement with education.
* Ability to put professional boundaries in place.
* Ability to work independently taking responsibility for decisions within agreed good practice boundaries (including information sharing)
* Ability to analyse results and impact of interventions.
* Self-motivated and able to work flexibly, responding to changing demands, managing time effectively.
* Genuinely care for the well-being of children, parents and families.
* Proactive listening, communication and observation skills with groups and individuals in diverse contexts.
* Strong organisational abilities and accurate record keeping skills.
* Excellent time management and able to prioritise and ever-changing workload effectively.
* A commitment to involving and empowering parents to support their children’s education.
* A willingness to attend school events, including parents evening and new parent meetings.
* A willingness to carry out home visits.
* Excellent verbal and written communication skills.
* Desire to continually develop knowledge and skills base.
* Excellent ICT skills and the ability to keep accurate and succinct meeting notes.
* Good sense of humour and ability to professionally emotionally detach from difficult situations.
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| **Other** | * Full clean driving license and own transport.
* Willingness and availability to work flexibly over the week and during the school holidays.
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