

**Person Specification: Pastoral Support
Officer**



CEDARS Short Stay School Cedars

The Person Specification details the essential and desirable qualifications and attributes of a Pastoral Support Officer for CEDARS Short Stay School

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	<ul style="list-style-type: none"> GCSE grade C and above in English & maths Evidence of further training to enhance teaching and learning experiences 	<ul style="list-style-type: none"> TA Level 3 qualification 	Application form Certificates
Training	<ul style="list-style-type: none"> Child Protection level 1 Regular professional development training which has enhanced teaching & classroom management skills 	<ul style="list-style-type: none"> Evidence of continuous training and commitment to further professional development Literacy expertise 	Application letter / Form Certificates
Skills and abilities	<ul style="list-style-type: none"> Able to plan appropriate activities that are motivational and inspiring. Able to respond to pupils' learning, interests and plan appropriately. Able to use data to improve standards in teaching and learning Able to create a well-organised and stimulating learning environment. To have high aspirations and a commitment to raising achievement and supporting pupils' individual needs. Have a commitment to your own CPD and be positively responsive to a critical learning dialogue through performance management. To work well within a team Flexibility 	<ul style="list-style-type: none"> Able to use data as a tool for assessment and planning. Able to work flexibly to meet the needs of the pupils Have experience of SIMs 	Application Form Lesson Observations References Interview

Experience	<ul style="list-style-type: none"> Evidence of teaching assistance in a mainstream setting KS3 and KS4 experience 	<ul style="list-style-type: none"> Worked in an education setting 	Application Form Lesson Observations References Interview
Knowledge and Understanding	<ul style="list-style-type: none"> Thorough understanding of KS3 and KS4 Curriculum. Good understanding of child protection and safeguarding A wide knowledge of appropriate teaching and assessment strategies in the curriculum 	<ul style="list-style-type: none"> An understanding of assessment without levels Clear understanding of safeguarding responsibilities 	Application Form Lesson Observations References Interview
Interest and Motivation relevant to position	<ul style="list-style-type: none"> Have a good understanding of relevant and current educational thinking Have a sound understanding of the philosophy of how children learn To have a moral purpose to ensure that every child is the best they can be 	<ul style="list-style-type: none"> Contribute to the wider school community 	Application letter / Form Selection Process References
Commitment	<ul style="list-style-type: none"> Commitment to the safety and welfare of every child within the school Commitment to the educational outcomes of all children in the school Commitment to inclusion for all Commitment to having good relationships with all stakeholders Commitment to driving the school vision A demonstrable commitment to own continuous professional development Commitment to working with all members of the leadership team to ensure successful outcomes for all pupils 	<ul style="list-style-type: none"> Commitment to the shared vision for the school in partnership with Headteacher and the Management Committee Commitment to school to school support; for the moderation of work and sharing of good practice 	Selection Process