



Person Specification

Qualifications	Essential/Desirable
Qualified Professional status relating to Children and/or Family support	D
A minimum of NVQ Level 3 or a standard equivalent.	E
Degree	D
Maths and English at GCSE grade C or above	E
Child Protection / Safeguarding training	E
First Aid	D
Other training: Designated Safeguarding Lead	D
Experience	
Support to pupils, in particular: <ul style="list-style-type: none"> Strategies and programmes / schemes to support children through difficulties and trauma Counselling / Coaching to foster resilience, understanding, hope and solutions for vulnerable children Safeguarding and keeping children healthy Looked After Children 	D
Support to families, in particular: <ul style="list-style-type: none"> The Common Assessment Framework and how this is designed to intervene, challenge and support families Offering a range of parental advice and support mechanisms Procedures to support and challenge families with regard to attendance and punctuality Legislation, policy and practice relating to the smooth admission to this Catholic school Advice regarding welfare and signposting to other agencies 	D
Developing Self and Working with Others, in particular: <ul style="list-style-type: none"> Effective liaison and communication with parents The significance of interpersonal relationships and strategies for promoting individual and team development Contributing to, and promoting an open, fair and equitable culture consistent with the school's Catholic ethos The relationships between self evaluation, performance management and continuing professional development The importance of partnership working and accepting appropriate support from others, including colleagues, governors, Diocese and the Local Authority The role of collaboration and networking within and beyond the school 	D

<p>Strengthening Community, in particular:</p> <ul style="list-style-type: none"> • Embracing the richness and diversity of the school's communities, and the human and physical resources within them • Engaging in dialogue that builds partnerships and community consensus on Gospel values, the teachings of Jesus Christ and the Catholic Church and shared responsibilities to help serve the common good • Listening to, and reflecting and acting on, community feedback • Strategies that encourage parents and carers as the prime educators to support their children's learning • Building and sustaining effective relationships with parents, carers, other schools and partners, parishes and the broader community that enhance the education of all pupils and enrich the school as a faith community 	D
Skills and Aptitudes	
Respect the dignity of each person valued and loved by God	E
Be highly organised and able to work independently	E
Demonstrate personal enthusiasm and commitment to making a positive difference to children and young people	E
Build and maintain quality relationships through interpersonal skills, effective communication and teamwork	E
Demonstrate personal and professional integrity, including modelling values and vision	E
Manage and resolve conflict	E
Prioritise, plan and organise self and others	E
Be competent in the use of ICT and school management systems	D
Be aware of their own strengths and areas for development. Listen to, and reflect upon feedback and act appropriately	D
Empathise with the context of vulnerable children and families	E
Demonstrate a capacity for sustained hard work	E
Demonstrate resilience and optimism	E
Demonstrate impact and presence	E
Special Requirements	
Faith Commitment (or understanding of the Catholic Faith)	D
Involvement in parish community	D
Use of car with Business Use insurance	E
To make home visits as and when required	E
Full Driving Licence	E