



## Person Specification – Pastoral Support Mentor

Bellerive FCJ Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post is subject to all the relevant pre-employment checks set out in Keeping Children Safe in Education.

	Essential	Desirable	Method of assessment
	These are qualities without which the Applicant could not be appointed	These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good GCSE standard of education, including English and Mathematics (i.e. Grade C/5 and above)</li> </ul>	<ul style="list-style-type: none"> <li>• A-Level or Level 3 qualification</li> <li>• A degree or similar</li> <li>• Evidence of further professional studies</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a school or with young people</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid qualification</li> <li>• Experience of working in a role supporting the learning and development of students.</li> <li>• Experience of working with mental health/emotional wellbeing issues</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to exploit opportunities for success and remove barriers to achievement for students and staff</li> <li>• Ability to work flexibly to meet deadlines and respond to unplanned situations</li> <li>• Ability to work constructively as part of a team</li> <li>• Able to be positive and enthusiastic and sympathetic to the needs of others</li> <li>• To have a positive attitude to personal development and training</li> <li>• Ability to meet deadlines and use initiative</li> <li>• Able to communicate clearly and excellent interpersonal skills with adults and young people</li> </ul>		<ul style="list-style-type: none"> <li>• References</li> <li>• Interview</li> <li>• Application form/letter</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of child protection and safeguarding procedures</li> <li>• Excellent ICT and administration skills</li> </ul>	A good understanding of statutory educational frameworks, including Safeguarding and the SEN Code of Practice	<ul style="list-style-type: none"> <li>•</li> </ul>

<p><b>Personal competencies and qualities</b></p>	<ul style="list-style-type: none"> <li>• Commitment to own learning and development.</li> <li>• Ability to maintain good working relationships and play appropriate roles within the team.</li> <li>• Energy, enthusiasm and stamina.</li> <li>• Ability to work under pressure, meet deadlines, and establish positive relationships with students, parents, staff and outside agencies.</li> <li>• Confidence in working with staff to develop and embed effective learning skills.</li> <li>• Demonstrate commitment to providing exciting, challenging, innovative and inspirational learning opportunities.</li> <li>• A commitment to the promotion of equality of opportunity.</li> <li>• A commitment to abide by and promote the school's Safeguarding Equal Opportunities, Health and Safety, Child Protection Policies.</li> <li>• Awareness of responsibility towards the safeguarding of students.</li> <li>• The post-holder will require an enhanced DBS check.</li> </ul>		<p>Application form/letter</p> <p>Interview</p> <p>References</p>
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