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**Person Specification**

**Job Title : Family Worker – Pastoral and Behavioural Support (L1)**

**Dorset Grade 8 37 hours per week (5 days per week)**

**£23,942 - £27,290 (pay award pending)**

**Monday to Thursday 8.30 – 4.30**

**Friday 8.30 – 4.00**

**1. EDUCATION AND PROFESSIONAL QUALIFICATIONS**

**Essential**

A minimum of 5 GCSEs Grade C or above, or equivalent, including English & Maths

**2. KNOWLEDGE**

**Essential**

A knowledge of contextual safeguarding and the safeguarding issues that impact our pupils

Strategies for managing challenging behaviour

An ability to communicate effectively with students

An ability to work autonomously and as part of a team – must be an excellent team member

Good organisation, time management, communication and interpersonal skills

Good ICT skills

**Desirable** (ranked in overall order of importance)

Relevant qualification in social work, youth work, counselling, or a related field.

**Source of criteria evidence** (e.g. applications, references, interview & other)

Application

References

Interview

**3. EXPERIENCE**

**Essential**

Previous experience in a similar role, ideally within an education or social services setting.

Strong understanding of child development, behaviour management, and pastoral care.

Ability to work collaboratively with families, staff, and external agencies.

Excellent communication, interpersonal, and problem-solving skills.

A compassionate, empathetic, and non-judgmental approach to supporting families and young people

A resilient and calm demeanour to cope with challenging situations

**Desirable** (ranked in overall order of importance)

Experience working with children with additional needs or challenging behaviours.

**4. PERSONAL ATTRIBUTES**

**Essential**

Ability to hold a caseload and act as a lead professional.

Confidence to challenge other professionals

Emotionally resilient as you will be supporting children and families who are dealing with trauma

Ability to support pupils with their wellbeing and mental health

Very good interpersonal and communication skills

A tenacious approach to your work

Adaptable and flexible

An eagerness to gain experience, expertise and professional development through this position

**5. OTHER FACTORS**

**Essential**

You must possess a current valid driving licence and have access to your own vehicle.

Have the ability to form and maintain appropriate relationships and personal boundaries with children in accordance with safeguarding practice

The post holder will need to be diplomatic, discrete and decisive

Person Specification prepared by : David Dinsmore

Designation : Headteacher

Date : April 2025