**Job Description**

**Job title: Pastoral Support Worker**

**Responsible to:** SENCo/Pastoral Lead

**Date:** March 2023

**Purpose:**

To support the pastoral needs of learners to ensure that behaviour, safety, well-being and attendance targets are met for all learners.

**College Ethos:**

Promote the values and vision of the college, developing a culture of high expectations and personal responsibility. Support the consistent implementation of college policies, approaches and expectations. Promote British Values, diversity and equality and learners’ personal development.

**Main Duties:**

1. Be responsible for dealing with issues of behaviour, safety, well-being, and attendance by investigating and resolving pastoral incidents such as poor behaviour, lateness, poor attendance, or any other challenging behaviours.
2. To provide pastoral support to learners experiencing difficulties on a day-to-day basis
3. To work as part of the team that responds to challenging behaviour
4. To provide information, advice, and structured intervention to enable learners to make positive choices about their behaviour, attendance, and social interactions
5. To liaise with staff, parents and relevant outside agencies to provide appropriate intervention for learners experiencing disruption to their learning
6. To liaise with support staff and teachers to share strategies for support
7. To develop strong links between the college and families to improve educational opportunities for learners and to promote a positive attitude towards college
8. To adopt the keyworker role for named learners, to include monitoring their progress, attending any relevant meetings, and reporting any concerns to the SENCo and Head of Year
9. To comply with confidentiality and safeguarding procedures

**Essential attributes/experience:**

1. To work well as part of a team
2. To be positive and enthusiastic
3. To be sympathetic to the needs of others
4. To have a positive attitude to personal development and training
5. Excellent interpersonal and communication skills
6. Previous experience working with young people with challenging behaviours
7. Knowledge of child protection/safeguarding procedures

**Supporting learner Voice/Curriculum and Learning**

1. Support learners’ groups across the college to enable opportunities to express their views and influence decisions.
2. Assist staff in promoting wellbeing and developing resilience through the curriculum.

**Requirements:**

1. Experience in working with young people.
2. Empathetic individual who can work alongside others in a compassionate and non-judgmental manner.
3. Committed to their own ongoing learning and development.
4. Clear communicator who can work alongside stakeholders in many different contexts.
5. Understanding of relevant legislation and good practice within the realm of Mental Health Support Services
6. Relating knowledge of a range of therapies and interventions that promote improved mental wellbeing to support individual learners.
7. To understand safeguarding in any setting
8. Ability to reflect on professional practice and determine with other areas of improvement and further development needs.
9. Awareness of data protection, child protection, confidentiality legislation