

Job Description

POST: Pastoral and safeguarding (Level 3) Support Worker

LOCATION: Oasis Academy Woodview

WORKING PATTERN: 32.5 hours per week, Term Time Only Pro Rata

RESPONSIBLE TO: The Principal's and SLT

JOB PURPOSE: To work alongside students and parents/carers as part of the Pastoral Team. Supporting with well-being, mental health, social skills, behaviour and safeguarding. Provide mentoring and support which enables students to engage effectively with their learning. Provide support to the SLT members who oversee Attendance and Safeguarding, to ensure students are safe, happy and successful.

SALARY RANGE: SCP 07-11 Pro Rata (FTE £24,294 – £25,979)

DISCLOSURE LEVEL: Enhanced

APPLICATION CLOSING DATE: 16/05/2024

INTERVIEW DATE: Thursday 23rd May

START DATE: To be discussed

SPECIFIC RESPONSIBILITIES:

A. Working with children

1. To work with children, developing positive relationships and providing appropriate support.
2. To support children's mental health and well-being by helping them to deal with worries and problems.
3. To develop appropriate mentoring relationships to engage students to support improvement.
4. To contribute to identifying barriers to learning and devising/implementing solutions including for with SEND pupils and those with social and emotional needs.
5. To organise and implement additional activities for identified students to support a successful integration and transition within and across educational establishments.
6. To proactively support children and staff in ensuring pupils are following the behaviour policy including during unstructured times.
7. To provide information, advice and structured intervention to enable students to make positive choices about their behaviour, attendance and social interactions.

B. Parent and Community Liaison/Safeguarding

1. To develop and maintain contact with the families and carers to share information about the student's needs and progress and explore, identify and secure positive family support.
2. To work with families to engage them in positive programmes of support through the academy and local offers.
3. To liaise with all relevant staff and any external professionals to ensure understanding, support and commitment to the approaches and strategies being used.
4. To implement appropriate strategies and alternatives to overcoming barriers to learning in conjunction with the SLT, external agencies and parents or carers.
5. To undertake relevant Safeguarding training.
6. To regularly liaise with families and support with home visits.

D. Other Duties

1. To participate in the life of the Academy, supporting teachers with the core business of the academy of teaching and learning.
2. To be aware of issues regarding confidentiality and child protection and work according to Academy procedures.
3. To work with students within the framework of the school in a courteous, positive, caring and responsive manner.
4. To support with duties and in-class support.
5. To collate qualitative and quantitative data, produce reports, share information and maintain records to facilitate monitoring and evaluation.
6. To attend meetings to support and inform communication, provide information, support continuous professional development.
7. To take an active and positive role in the Academy's commitment to the development of staff and review procedures.
8. To present oneself in a professional way that is consistent with the values and expectations of the Academy.
9. Other duties as can be reasonably expected by the Principal.

E. Safeguarding Children

Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Pastoral Support Worker Person Specification

Our Purpose

Oasis Academies exists to provide a rich and balanced educational environment, which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Oasis Community Learning Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> 5 GCSEs or equivalent including English and Mathematics grade C or above 	<ul style="list-style-type: none"> Safeguarding training or other relevant training programmes
Experience, Skills and knowledge	<ul style="list-style-type: none"> Experience of working with children and young people Excellent inter-personal skills Competent in ICT 	<ul style="list-style-type: none"> Experience in a primary school setting Experience of working in a similar pastoral role within a school Understanding of the statutory safeguarding requirements Understanding of the legalities surrounding attendance Experience in running appropriate interventions and evidencing progress including interpreting data

Personal Qualities	<ul style="list-style-type: none"> • Enthusiastic, reliable and committed • Ability to remain calm in challenging situations • Team player who can work collaboratively in a diverse team • Motivation to work with and inspire young people • Emotional resilience in working with a vulnerable children and families • Good communicator 	
	<ul style="list-style-type: none"> • Able to deal with people from a broad cross-section of backgrounds at all levels internally and externally • Ability to remain discrete when privy to confidential information • Flexible, mature and balanced approach to work • Able to demonstrate initiative and work unsupervised • Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced DBS checks • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos. 	