

Person Specification: Pastoral and Wellbeing Champion (TA4)

TA4: SALARY RANGE – Band 5 (points 19 to 22)

Full time (36.25 hours per week, 39 weeks per year). We are open to discussing flexible or part-time working arrangements to attract the best candidate for the role.

Category	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Relevant Level 3/4 qualification in childcare, education, or related field • ELSA training (or equivalent) or willingness to undertake • Safeguarding training or willingness to complete immediately 	<ul style="list-style-type: none"> • Qualification and training in mental health and wellbeing (e.g., Senior Mental Health Lead, SEMH, trauma-informed) • Zones of Regulation training • First Aid qualification
Experience	<ul style="list-style-type: none"> • Experience working with primary-aged pupils • Experience supporting SEMH needs • Experience delivering targeted interventions • Experience supporting challenging behavior • Experience building relationships with families 	<ul style="list-style-type: none"> • Experience delivering ELSA interventions • Experience working in an inclusion/pastoral team • Experience liaising with external agencies • Experience with EBSNA
Knowledge and Understanding	<ul style="list-style-type: none"> • Strong safeguarding knowledge • Understanding of SEMH needs • Behaviour as communication awareness • Knowledge of emotional regulation strategies 	<ul style="list-style-type: none"> • Knowledge of whole-school wellbeing approaches • Familiarity with Zones of Regulation • Understanding wellbeing barriers to learning

Skills and Abilities	<ul style="list-style-type: none"> • Building strong relationships with pupils, staff, families • Deliver and adapt targeted interventions to support SEMH needs • Strong communication skills • Manage workload effectively • Remain calm and resilient • Work collaboratively 	<ul style="list-style-type: none"> • Lead initiatives • Deliver training/workshops • Organise records and track impact
Personal Qualities	<ul style="list-style-type: none"> • Empathetic and nurturing • Resilient and emotionally intelligent • Committed to inclusion • Professional and reflective • Flexible and responsive 	<ul style="list-style-type: none"> • Passion for whole-school wellbeing • Proactive approach to initiatives
Additional Requirements	<ul style="list-style-type: none"> • Commitment to safeguarding • Engage in CPD • Contribute to wider school life 	