



Person Specification

Post: Assistant Head of Year

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> GCSE Levels or Equivalent 	<ul style="list-style-type: none"> Evidence of Higher Education Evidence of further professional development pertinent to the role in particular, supporting students with: Mental Health difficulties, Social and Emotional Needs, Speech Language and Communication First Aid
Knowledge and Experience	<ul style="list-style-type: none"> Experience of de escalation and managing challenging behaviour ☞ Be able to build rapport with the students you are working with ☞ Enthusiastic, hardworking and dedicated ☞ A genuine passion for supporting young people ☞ The ability to form strong working relationships with students and adults ☞ The ability to interpret student progress data ☞ Knowledge of Child Protection procedures ☞ Previous experience of counselling, coaching and mentoring ☞ Be willing to be involved in the extra-curricular life of the school ☞ Experience of supporting students in an educational/pastoral setting to enthuse and motivate them to achieve positive outcomes and promote their development ☞ Experience of working with a wide range of students and abilities within tough communities ☞ Experience of working with and promoting good relationships with parents/carers, primary schools outside agencies and the local community 	<ul style="list-style-type: none"> Experience of delivering a variety of intervention programmes Experience of supporting students with attendance issues

Attitudes, Values and Personal Qualities	<ul style="list-style-type: none"> • Commitment to improving the life chances of children • An evaluative and reflective approach to own practice • Enthusiastic in your approach to tough challenges • High expectations of self, colleagues and students • Energy, enthusiasm and a sense of humour • Vision, empathy and flexibility • Emotionally resilient • Team player • Ability to meet deadlines • Ability to prioritise tasks/workload • Firm but kind in difficult situations • Commitment to high-profile presence in and around school • Self-motivated, setting challenging personal objectives and targets • Enthusiastic but good listener, with drive, commitment to learners and a love for the job • Flexibility, adaptability and creativity 	
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