

# QUEST ACADEMY



## Family Footings Team Lead & Deputy Designated Safeguarding Lead (Deputy Mental Health Lead)

FTE Salary £26,228.16 - £29,158.39 (C24 – D28)

**Actual Salary** £24,949.02 - £27,736.34, plus £4,000 Honorarium for Lead Element, plus £6,000 Honorarium for DDSL

44 weeks per year (paid 49.6 weeks), 38 hours per week

In case of any queries about applying please contact – [quest.office@macintyreademies.org](mailto:quest.office@macintyreademies.org)

# QUEST ACADEMY

## REASONS TO WORK AT QUEST ACADEMY:

- ◆ Supportive, forward thinking Multi Academy Trust (MAT).
- ◆ Sponsored by MacIntyre Charity who have a strong reputation nationally as a high-quality person-centred establishment.
- ◆ Friendly and caring atmosphere.
- ◆ Weekly joint planning time every Friday 1.45- 3.30.
- ◆ Staff who work collaboratively, share resources and ideas.
- ◆ Positive, enthusiastic and dedicated staff team.
- ◆ Ideas are sought and welcomed.
- ◆ Wellbeing of staff is considered.
- ◆ A unique, innovative learning environment that is child centred.
- ◆ The Leadership team is approachable and supportive.
- ◆ Great opportunities for staff development and significant emphasis on staff CPD.
- ◆ Wonderful pupils and supportive families.
- ◆ Innovative curriculum and bespoke holistic assessment.

Quest Academy is a special school which provides 80 places for children of both sexes aged 7 –19 years who have social, emotional and mental health needs and/or an autistic spectrum condition.

We recently achieved the “Family First Quality” award which is a national award given to schools who are able to “demonstrate how families lie at the heart of everything they do.”

As a new school we have termly monitoring DfE visits which have been positive and indicate that we are on track to achieve at least a good Ofsted outcome in Year 3.

### **We are looking to appoint someone who:**

- ◆ Has experience of working with pupils with an EHCP.
- ◆ Has appropriate qualifications in Land Based Management such as Horticulture or Animal Care.
- ◆ Is a confident classroom practitioner?
- ◆ Has a passion for making a difference and is willing to go to the extra mile.
- ◆ Has a compassionate approach.
- ◆ Understands the importance of working together with stakeholders.
- ◆ Shares the same vision and values as the school.
- ◆ Views change as an opportunity to build upon the school’s current successes.
- ◆ Is innovative and willing to try out new ideas.
- ◆ Has high expectations of themselves and others.

**Our Quest: working together, nurturing individuals, celebrating uniqueness, unlocking potential, friendships and memories. “Ready for Life”**

# THE 'NEW' QUEST ACADEMY



## Our Mission-

To create a school community where everyone can “**be who they are and become who they are not yet**”.

## Our Ethos-

We use the Spanish word **Querencia** to describe the way we work together, creating a sense of belonging through mutual trust and connectivity.

## Our Core strategies-

Planning, **A**ccountability, **C**ommunication and **E**mpowerment.



# THE 'NEW' QUEST ACADEMY



**INTERACTIVE IMMERSIVE CLASSROOM**



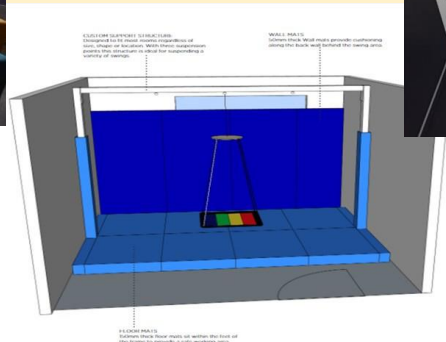
**SOFT PLAY**



**SENSORY ROOM DESIGN**



**CAFE**



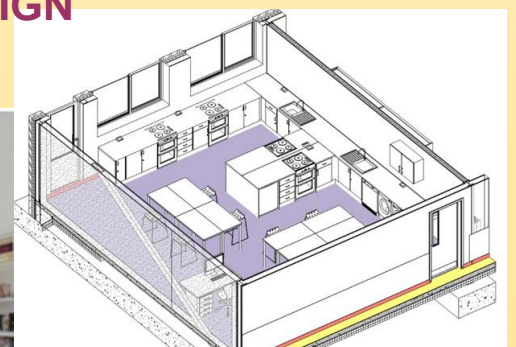
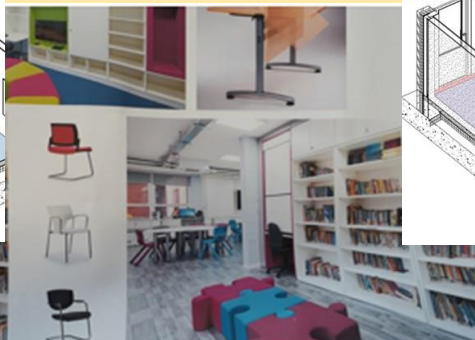
**TEACHER WALLS**



## THERAPY ROOM DESIGN



**SCIENCE**



**FOOD TECH**

## CONCEPT FOR LIBRARY

Our Address: Quest Academy  
Anderson Avenue

Rugby

CV22 5PE

## STAFF BENEFITS

- ◆ Free onsite Gym or a discounted local gym.
- ◆ Easy access to Rugby railway Station and close to the M6, A5 and M1.
- ◆ State of the art technology and facilities in a brand-new building.
- ◆ Access to the Employee Assistance Programme to support health and wellbeing.
- ◆ Cycle to Work Scheme upon successful completion of probation period.
- ◆ Pension scheme with generous employer contributions.

## HOW TO APPLY

Full details of this vacancy can be found on the school's website:

<http://www.thequestacademy.org/home>

You can contact the school at:

[quest.office@macintyreacademies.org](mailto:quest.office@macintyreacademies.org)



## AT QUEST ACADEMY WE BELIEVE:

- In a strong sense of community placing the child and their family at the heart of everything we do.
- That our pupils deserve an outstanding education.
- In the need to be ambitious for pupils' futures.
- In growing our own teachers and leaders for tomorrow.
- That happy staff and pupils supports everyone to be the best that they can be.
- Believe in being outward facing.

## OUR CORE VALUES

- **Compassion:** We focus on the positives.
- **Ambition:** We challenge ourselves (pupils, families, staff and schools) to go further.
- **Partnership:** we are better when we work together.

Recent comments from Parents:

“Can't find fault with the school, it exceeds our expectations and communication is excellent”

“The school is excellent and supports my child and its parents in whatever way possible.

Highly commended.”

## OUR CURRICULUM

Our overriding aim is to ensure that our pupils become:

- ◆ Successful learners
- ◆ Confident individuals
- ◆ Responsible citizens

We place equal emphasis on our pupils developing the skills and knowledge from the four areas of our holistic curriculum:

- ◆ Academic
- ◆ Skills for Life
- ◆ Engagement
- ◆ Wellbeing



MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All positions will require an enhanced Disclosure and Barring Service check and registration with the DBS Update Service together with all other relevant recruitment checks including obtaining references. Referees will be asked to assess suitability of candidates to work with vulnerable adults, children or young people and will be verbally verified. MacIntyre Academies' Safeguarding Policy can be found on our website and candidates will be asked about this as part of the recruitment process.

Quest Academy  
Anderson Avenue  
Rugby  
Warwickshire  
CV22 5PE

E: [quest.office@macintyreademies.org](mailto:quest.office@macintyreademies.org)



Putting children and families *first*



**Job Title:** Family Footings Team Lead & Deputy Designated Safeguarding & Deputy Mental Health Lead

**Reference No(s):** QA FFFL 1024

**FTE Salary:** Grade C (point 24) £26,228.16 – Grade D (Point 28) £29,158.39 FTE

Grade C (point 24) £24,949.02 – Grade D (Point 28) £27,736.34 Actual

+ £4000 Honorarium for Lead Element

+ £6000 Honorarium for DDSL

**Hours:** 38 hours per week, 44 weeks worked (paid 49.6 weeks); Monday 8:15 – 16:45, Tuesday – Thursday 8:15 – 16:30, Friday 8:15 – 15:30

**Location:** Quest Academy, Anderson Avenue, Rugby, Warwickshire

**Closing Date:** 14<sup>th</sup> October 2024

**Interviews:** 23<sup>rd</sup> October 2024

**Start Date:** TBC

**Be part of a team that is passionate and committed to making a positive difference to the lives of the pupils and their families; in an innovative school in Rugby, for children and young people with autism and/or social, emotional and mental health needs.**

### About Us

In September 2019, MacIntyre Academies Trust opened a new and exciting Academy in a purpose-built state of the art building in Rugby, Warwickshire for children and young people with social, emotional and mental health needs and/or autism, aged between 7 years and 19 years. The school has specialist facilities including a sensory room, therapy room, interactive immersive classroom, soft play room, recording studio and photography suite. We are very proud of our holistic curriculum which enables the pupils to benefit from blended therapy in the classroom. We are passionate to support our pupils and families from the local community to ensure the best outcomes.

Please take a look at our website <http://www.quest-academy.org/> to find out more about us and click on View Details for further information including the Recruitment Pack.

### The Role

We are currently recruiting for an inspirational Family Footings Facilitator Lead to join this exciting school, this a really exciting opportunity to be part of something very special.

Our Family Footings Facilitators are vital to the success of our schools. They ensure that relationships with families are productive and supportive of their children's educational experience, and that all education and support strategies will be developed in partnership with the child's family to ensure progress at home as well as school.

You will be working to support children, young people, and their families at Quest Academy.

### About You

Are you committed to person centred approaches? Want to support families and young people to have a powerful voice? Value the importance of a person-centred transition and curriculum? Have ambition for young people?

We are looking for applicants who have an outstanding track record in promoting and delivering person centred education and support for children and young people who have social, emotional and mental health needs and/or Autism.

It is also desirable for the post holder to be able to drive and have access to their own transport

**Benefits** - Our people are the heart of our success

- A competitive salary
- Excellent local government pension scheme
- Family Friendly policies
- Wellbeing, Bereavement and Menopause policies
- Enhanced Sick Pay
- Wellbeing initiatives in your setting
- Full induction
- Training and development and the support of a trained line manager and dedicated senior leaders

- Access to further professional development
- Cycle to Work Scheme
- Annual MAT Life Day to take for that special occasion
- Annual Flu Jabs
- Free eye tests through Specsavers
- An Employee Assistance Programme to Support your health and wellbeing an access to various perks including discounts Tesco, Cineworld, Go Ape and many more
- Death in Service
- Long Service Recognition
- Recommend a Friend Scheme - £100 Voucher
- Trained Mental Health First Aiders
- Enhanced DBS Certificate (Paid for by MacIntyre Academies)
- Self service portal to facilitate leave and amend personal information
- We have an active employee engagement programme which includes Termly 'You are Awesome' awards, an annual Employee Big Thank you Day, Annual CPD Trust wide conference.
- Access to Blue Light Card/ Discounts for Teachers which offers thousands of amazing discounts online and on the high street for social care staff/ Teachers and support staff

## Safeguarding

MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All positions will require an enhanced Disclosure and Barring Service check and registration with the DBS Update Service together with all other relevant recruitment checks including obtaining references.

This post includes engaging in regulated activity relevant to children and is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Further information about filtering offences can be found in the DBS filtering guide: DBS filtering guide - GOV.UK ([www.gov.uk](http://www.gov.uk)) It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

Referees will be asked to assess suitability of candidates to work with vulnerable adults, children or young people and will be verbally verified. Individual Safeguarding Policies for our Academies can be found on our website under 'Essential Information' and candidates will be asked about this as part of the recruitment process.

In line with the update to KSCIE 2022 MacIntyre Academies will carry out an online search of the candidate once the shortlisting process has been completed as part of their due diligence. This may involve a google search of the candidate's name, looking at the top three search results over the past three years. If any incidents or issues are identified that are publicly available online this will be explored with the candidate at interview stage.



**Family Footings Team Lead & Deputy Designated Safeguarding Lead  
(Deputy Mental Health Lead)**

JOB DESCRIPTION

**Quest Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.**

<b>Job title</b>	Family Footings Team Lead & Deputy Designated Safeguarding & Deputy Mental Health Lead
<b>Responsible to</b>	Assistant Principal
<b>Responsible for</b>	Family Footings Team Members
<b>Working Hours &amp; Weeks</b>	38 Hours Per Week 44 Weeks Worked (49.6 Weeks Paid)
<b>Salary Grade/Range</b>	Grade C (point 24) £26,228.16 – Grade D (Point 28) £29,158.39 FTE <b>Grade C (point 24) £24,949.02 – Grade D (Point 28) £27,736.34 Actual</b> + £4000 Honorarium for Lead Element + £6000 Honorarium for DDSL

**Family Footings Lead – Responsibilities**

**Purpose of the Role:**

Lead and direct the Family Footings Team in order to ensure learners have access to interventions that support better emotional self-regulation, conflict resolution and restoration so minimising interruption to learning and supporting learner readiness for learning.

**General Duties and Responsibilities:**

- To provide guidance and supervision, including completing the appraisal process, for all staff members of the Family Footings Team as well as directing work on a daily basis.
- Design and deliver relevant and appropriate CPD as directed by the Assistant Principal that will enhance to skills set and knowledge of all staff.
- In consultation with the Assistant Principal identify, develop and lead appropriate interventions including reviewing and reporting the effectiveness of such interventions and making changes when necessary.
- To ensure communication systems are in place that are easily accessible, efficient and effective to support with communicating with all stake holders.
- To provide reports for monitoring and evaluation purposes as required.
- To ensure that accurate logs are kept which relate to learners and families and maintain routine monitoring of vulnerable learners / groups.
- To oversee attendance and punctuality for targeted learners and to plan appropriate interventions in consultation with the Senior Leadership Team.
- To carry out and complete administrative duties alongside office staff as are relevant to the role.
- To take a proactive role in planning and supporting learner engagement in less structured parts of the school day (e.g. break & lunch times)

**Learners:**

- To develop a mentoring relationship with learners needing support, with the aim of contributing to achieving goals and outcomes identified in learner Education Health Care Plans.
- To provide information and advice to learners to enable learners to make choices about their own learning, behaviour and / or attendance.
- Be responsive to issues as they arise and be sufficiently knowledgeable of learners and their presentation in order to be proactive in intervening including de-escalation strategies and positive handling techniques if necessary.
- To liaise closely with the Assistant Principal and class staff in order to share information and ensure targets and plans are coordinated and joined up.

## Deputy Designated Safeguarding & Deputy Mental Health Lead – Responsibilities

### **Purpose of the Role:**

The Deputy Designated Safeguarding & Deputy Mental Health Lead will support the DSL's legal responsibility for dealing with safeguarding issues, providing advice and support to staff, liaising with families, the Local Authority, and working with a range of other agencies. You will also work alongside the School Business Manager to develop and oversee the school mental health and wellbeing strategy.

### **General Duties and Responsibilities - Safeguarding:**

- Create and deliver relevant and appropriate CPD as directed by the Assistant Principal that will enhance to skills set and knowledge of all staff.
- Have a good understanding of both statutory Government policy and guidance relating to the safeguarding of children and young people as well as education.
- In referring cases of suspected abuse to the local authority children's social care
- In referring cases to the Channel program where there is a radicalisation concern
- In referring cases to the Disclosure and Barring Service where a person is dismissed or left due to risk or harm to a child
- In referring cases where a crime may have been committed to the police
- Keep detailed, accurate and secure written records of concerns and referrals
- Lead the processes of Early Help including referring families, attending meetings, and writing Early Help assessments.
- Completion and submission of MAFSs, and any other relevant referrals.
- To ensure all relevant information is inputted on C-Poms and that routine reports are produced.
- To maintain accurate, confidential, secure, and up to date documentation on all cases of safeguarding and child protection.
- In ensuring staff can access and understand the school's child protection and safeguarding policy and procedures (especially new and part time staff)
- In liaising with the case manager and the local authority's designated officer for child protection concerns in all cases where a member of school staff is involved
- By attending and contributing to child protection case conferences effectively when required to do so.
- Ensuring the safeguarding policy is available and easily accessible to everyone in the school community
- Encourage a culture of listening to children among all staff, ensuring that children's feelings are heard where the school puts measures in place to protect them
- Model best practice and uphold the principles of confidentiality and data protection at all times
- To carry out home visits in relation to learner welfare.
- To deliver safeguarding training to all staff and to keep them up to date with policies and procedures.
- To ensure all new staff are appropriately trained in safeguarding practices as part of the school induction programme.
- In acting as a source of support, advice, and expertise to staff on matters of safeguarding and when deciding whether to make a referral by liaising with relevant agencies
- To work with the governing board to ensure the school safeguarding and child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly
- Undertake Refresher DSL training every 2 years as currently required.
- Attend and participate in regular meetings as appropriate.

### **General Duties and Responsibilities - Mental Health:**

- Supporting the identification of at-risk learners and learners exhibiting signs of mental ill health
- Establishing and following a clear process if a concern is raised about a learner's wellbeing
- Ensuring learners have a good understanding about all school policies relating to mental health and wellbeing
- Ensuring staff have the opportunity to access training and support needed to help learners when they have an issue relating to mental health
- Ensuring that we have structures and systems in place to help learners to achieve both academically and through their personal development
- Engaging learners and parents in all aspects of mental health and wellbeing
- They can recognise signs and symptoms of mental health needs in learners
- Supporting staff so they know what to do should they have a concern about a learner's mental health

- Sharing information about learners with mental health needs with other members of staff where appropriate, so that there can be support throughout the school environment
- General responsibilities and wider school support
- Support the DSL to ensure staff are supported with their own mental wellbeing
- Ability to build effective relationships and work sensitively and effectively with parents, learners, staff and outside agencies
- Ability to promote a positive ethos
- Willingness to undertake relevant training
- To represent the school in a professional manner in terms of:
  - Relationships with learners, colleagues and outside agencies
  - Personal standards of conduct, appearance, punctuality and attendance
- Comply with school policies and procedures relating to child protection, health safety and security, confidentiality and data protection.
- Be aware of and support difference and ensure all learners have equal access to opportunities to learn and develop.
- Attend and participate in regular meetings as appropriate.

#### **Learners:**

- To develop positive relationships with learners and their families
- To provide information and advice to learners to enable learners to make choices about their own learning, behaviour and / or attendance.
- Be responsive to issues as they arise and be sufficiently knowledgeable of learners and their presentation in order to be proactive in intervening including de-escalation strategies and positive handling techniques if necessary.
- To liaise closely with all stakeholders in order to share information.

#### **Additional Duties:**

- To safeguard and promote the welfare of all children and young people in the school by being familiar with and aware of the School's Safeguarding and protection issues, procedures and guidelines and to adhere to them at all times.
- To bring to the attention of a senior colleague any matter of concern over the wellbeing, safety or safeguarding of a person we support.
- To be aware of your responsibilities in accordance with the current Health and Safety at Work Act.
- To be aware of your responsibilities in accordance with the General Data Protection Regulations (GDPR) and be familiar with the content of the MAT Data Protection Policy, Acceptable use of ICT Policy, Password Policy and any other associated policies and procedures.
- This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration to the grading of the post.

#### **Strategic Direction and Development of the Academy:**

- To contribute to the creation of an ethos, provide the vision and direction which enables effective support, and achievement by learners providing sustained improvement in their spiritual, moral, social, cultural, mental and physical well-being in preparation for the opportunities, responsibilities and experiences of adult life.
- To support the Principal in securing the commitment of parents, carers, stakeholders and the wider community to the vision and direction of the academy.
- To ensure high standards of quality in the delivery of Speech and Language Therapy requirements

#### **Leading and Developing People:**

- To lead, exemplify and evaluate excellent practice.
- To provide high quality support and mentoring to all staff and other relevant stakeholders to ensure that they are able to support the daily delivery of speech and language therapy programmes.
- To promote the health and safety of employees at work and of people supported through the implementation of MacIntyre Academies Trust Policy for Health, Safety and Welfare at Work in accordance with all relevant statutory requirements.

#### **Staff Development:**

- To undertake appropriate professional development including adhering to the principle of performance

management

- To achieve any performance criteria or targets relating to the post arising from the School's appraisal arrangements.

The below listed training and any further identified training, must be completed via our online training portal upon employment commencing.

- Prevent
- Safeguarding – Children & young people, Adults & Children, Safeguarding Vulnerable Adults.
- Code of conduct
- Accident Reporting
- GDPR – Data protection Essentials 2019
- GDPR – Information & Security
- KCSIE
- KCSIE annual update
- Health & safety Essentials & Basics
- Equality & Diversity
- Fire Awareness in Education
- Mental Health Awareness
- Stress Awareness
- Slips, Trips & Falls
- Display Screen Equipment
- Risk Assessment
- Manual Handling
- Conflict resolution
- Team Teach
- Infection prevention and Control
- H&S for managers and supervisors
- Autism
- Positive Behaviour Support

#### **General:**

- To adhere to the ethos of the Academy
- To promote the agreed vision and aims of the Academy
- To set an example of personal integrity and professionalism
- Attendance at appropriate staff meetings and parents' evenings
- Responsible for ensuring all items timetabled against this role are met or adequate notice is given to the Assistant Principal if unable to complete tasks
- Any other duties as commensurate within the grade in order to ensure the smooth running of the school.
- Individuals have a responsibility for promoting and safeguarding the welfare of children and young people he/she is responsible for or comes into contact with.
- To ensure that all tasks are carried out with due regard to Health and Safety.
- Liaise and communicate effectively with other teachers and staff.
- Show loyalty to the school and adopt a professional attitude.
- Holding yourself to account for your professional conduct and practice.
- Following all systems & process' within the Academy
- Organise and manage own work with little or no input from others but working within the given guidelines, parameters and systems

#### **Safeguarding:**

The jobholder must observe their obligations in accordance with the School's Child Protection Procedure and the document 'Keeping Children Safe in Education and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. Copies of the above Procedure and document can be obtained from the School Business Manager.

## Special Conditions of Employment

### **Rehabilitation of Offenders Act 1974:**

This job is exempt under the Exceptions Orders to the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant cautions, convictions, bindover orders and warnings being considered. If the jobholder is arrested or summonsed for an offence, or they receive a conviction, bindover order or a warning given by a police force, they are required to inform the Head teacher of this fact immediately. Such information will be treated in confidence, so far as is consistent with the safety of children, compliance with statutory safeguarding procedures and the School's relevant procedures. Failure to disclose such information may result in disciplinary action which could lead to the termination of the jobholder's employment.

### **Health & Safety:**

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the School's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed by the jobholder

### **Confidentiality and Data Protection:**

The job holder is expected to comply with the provisions of the Data Protection Act 2018 which includes the General Data Protection Regulations (GDPR). Any information that they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the School's Data Protection Policy. Nothing shall prevent you from disclosing information which you are entitled to disclose under the Public Interest Disclosure Act 2018 (as amended), provided the disclosure is made in accordance with the provisions of the Act. The School's Whistleblowing Policy is available from the School Office.

### **Equality and Diversity:**

Quest Academy is committed to equality and values diversity. As such the School is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. The Duty requires the School to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. The jobholder is required to treat all people they come into contact with, with dignity and respect, and is entitled to expect this in return.

### **Training and Development:**

Quest Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting safeguarding and general obligations.

### **Mobility:**

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the School may be required, in accordance with legitimate operational requirements and / or facilitating the avoidance of staffing reductions.

### **Additional Information:**

**Please note:** This job description reflects the major tasks to be carried out by the job holder and identifies the level of responsibility at which the jobholder will be required to work, and will be reviewed through the appraisal process. This job description may be subject to review and / or amendment at any time to reflect the requirements of the job, following discussion between the Head Teacher and member of staff. Any amendments will be commensurate with the salary grade for the job. The jobholder is expected to comply with any reasonable management requests.

SELECTION CRITERIA for the post (E-Essential, D-Desirable, A-Application, I-Interview, R-References)

<b>Training and Qualifications</b>	Essential/Desirable	Evidence: Application Interview/References
Diploma or Degree in Health & Social Care or equivalent	D	A
Working towards a Diploma or Degree in Health & Social Care or equivalent	E	A
An excellent knowledge of Child Protection practice and procedures.	E	A
Counselling, behaviour management or mentoring qualification or training	D	A
<b>Experience</b>		
Proven experience of working effectively with children & young people in a voluntary or other professional capacity	E	A / I / R
Proven recent experience of the effective implementation of Child Protection & Safeguarding policies and procedures.	E	A / I / R
Experience of mentoring / coaching young people	D	A / I / R
A good understanding of working with children with mental health needs	D	A / I / R
Experience of representing a school at Child Protection case conferences	D	A / I / R
<b>Knowledge and understanding</b>		
Detailed knowledge and experience of Child protection & Safeguarding legislation and pastoral care systems.	E	A / I / R
Understanding of the main challenges for learners in the SEN sector	E	A / I / R
Knowledge of and ability to deal with a range of different learner behaviours	E	A / I / R

<b>Skills</b>		
To have excellent communication and interpersonal skills to deal with difficult problems.	E	A / I / R
Ability to use initiative to respond to and resolve problems in the short term.	E	A / I / R
Excellent literacy and numeracy	E	A / I
General administrative/ICT skills especially in the use of a range of IT Software (Word, Excel, E-mail)	E	A / I
The ability to work collaboratively with other adults	E	A / I / R
To be able to gain the confidence of colleagues and learners	E	A / I / R
To be self-reflective, with the ability and desire to improve own performance	E	A / I / R
Proven organisational and time management skills and the ability to work effectively in a team	E	A / I / R
Ability to build effective relationships and work sensitively and effectively with parents, learners, staff and outside agencies	E	A / I / R
Ability to promote a positive ethos	E	A / I / R