

Post: Head of Year

Area	Essential	Desirable
Qualifications	• A Levels or Equivalent	• 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
Experience	• Previous experience of counselling, coaching and mentoring • 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	• Experience of working in an inner city secondary school • Experience of delivering a variety of intervention programmes • Experience of supporting students with attendance issues
Skills and Knowledge	• Knowledge of Child Protection procedures • 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	
Personal Qualities	• 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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