

## Person Specification

Person Specification	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Minimum Level 3 counselling qualification (Level 4 Diploma or above desirable).</li> <li>• Training in coaching, mentoring, or therapeutic-informed approaches.</li> <li>• Additional mental-health-related training desirable (e.g., Mental Health First Aid, trauma-informed practice, CBT-informed skills).</li> </ul>	Safeguarding/Child Protection training (or willingness to undertake).
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience supporting children or young people with emotional, social, or mental-health needs.</li> <li>• Experience delivering 1:1 wellbeing or supportive listening sessions.</li> <li>• Experience facilitating small group interventions or programmes.</li> <li>• Experience working collaboratively with pastoral teams, safeguarding professionals, or multi-agency partners.</li> </ul>	Experience working in a secondary school environment
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Strong understanding of safeguarding legislation, Keeping Children Safe in Education, and child protection procedures.</li> <li>• Awareness of adolescent development, emotional regulation, and barriers to learning.</li> <li>• Knowledge of common mental-health difficulties in young people (anxiety, low mood, self-esteem issues, social withdrawal).</li> <li>• Understanding of confidentiality, professional boundaries, and information-sharing protocols.</li> <li>• Awareness of SEND, pastoral systems, and how wellbeing links to behaviour and attendance.</li> </ul>	
<b>skills</b>	<ul style="list-style-type: none"> <li>• Excellent communication, active listening, and rapport-building abilities.</li> <li>• Ability to use coaching and early-help strategies to support emotional development.</li> <li>• Strong ability to identify signs of risk and escalate concerns appropriately.</li> <li>• Skilled at maintaining accurate, secure, and sensitive records.</li> </ul>	Therapeutic Training

	<ul style="list-style-type: none"><li>• Ability to manage a diverse caseload, prioritise needs, and work independently.</li><li>• Competency in delivering structured sessions, programmes, or workshops.</li><li>• Ability to work collaboratively with staff, parents, and external agencies.</li></ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Compassionate, calm, and emotionally resilient.</li><li>• Non-judgemental, approachable, and able to build trust with young people.</li><li>• Committed to safeguarding, equality, and inclusive practice.</li><li>• Reflective, open to feedback, and committed to continuous professional development.</li><li>• Able to maintain professionalism and appropriate boundaries at all times.</li><li>• Shows discretion, integrity, and respect for confidentiality.</li></ul>	