

Person Specification

Attributes	Essential	Desirable	Criteria used for Assessment
Experience			
Experience of working with young people.	*		A
Experience of working in a Secondary School.	*		A
Qualifications			
To be educated to at least GCSE or equivalent.	*		A
To have a specific professional qualification relevant to some aspect of the role.		*	A
Skills and Knowledge			
Knowledge of how schools operate and the need for discretion and confidentiality.		*	I / R
An understanding of how young people learn and to improve student learning.		*	I
A knowledge of difficulties young people may face and how to support them.		*	A / I
Good interpersonal skills, able to communicate orally and in writing.	*		A / I
The ability to motivate young people.	*		I / R
Good organisational skills.	*		R
Personal Qualities			
Able to work as part of a team but also be a self-starter and be able to set personal goals.	*		I / R
The ability to get on well with students, to be an advocate for young people.	*		R
Equal Opportunities			
The candidate will need to evidence a commitment to safeguarding and protecting the welfare of children/young persons.	*		A / I / R
Awareness, understanding and commitment to the pursuit of equal opportunity, in terms of service delivery and employment practice.	*		A / I
Awareness of disability discrimination policy.	*		A / I

<p>Working Practices</p> <p>Be willing to undertake training to enhance service delivery and self-development.</p> <p>Willingness to share information and expertise with other staff.</p> <p>Undertake First Aid Training.</p>	<p>*</p> <p>*</p> <p>*</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p>
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