



Person Specification

Mental Health and Wellbeing Practitioner

	Essential	Desirable	Assessed
Qualifications			
Academic qualifications to GCSE Level at least	Essential		Application form
Willingness to participate in training/development opportunities as identified by line manager	Essential		Application form / Interview
NPSL-BA, HLTA or equivalent qualification or experience	Essential		Application form
Previous training in some aspect of BESD – attachment disorder, ADHD, anger management, mental health, child protection		Desirable	Application form
Experience			
Experience in working with young people with SEMH needs	Essential		Application form / Interview
Experience in working in a learning environment		Desirable	Application form / Interview
Experience of using ICT for recording/communication purposes	Essential		Application form / Interview
Skills & Abilities			
Ability to work calmly, efficiently and flexibly	Essential		Interview /References
Ability to initiate and develop good working relationships with all members of the College and wider community	Essential		Interview /References
Ability to work as part of a team	Essential		Interview / References
Ability to work independently and organise own work schedule if necessary	Essential		Interview /References
Ability to relate exceptionally well to young people, particularly those with challenging behaviour	Essential		Application form / Interview /References
Ability to address new initiatives and willingness to undertake relevant training	Essential		Interview /References
To receive visitors to the College in a way that supports the College ethos.	Essential		
Ability to show initiative and enthusiasm	Essential		Application form /I interview
Be able to work with and have excellent communication skills combined with a professional approach to dealing with staff, parents, members of the public and professional bodies both in person and on the telephone.	Essential		Interview /References

Ability to use ICT to support learning and aid to communication.	Essential		Application / Interview
Ability to work in a non-judgmental way with students and their parents / carers.	Essential		Application Form / Interview
Knowledge			
Understanding the principles of child development and learning processes, and barriers to learning.		Desirable	Interview
Knowledge of some of the key legislation and policies relevant to children and young people. Understanding of, and belief in the principles of social and educational inclusion.		Desirable	Interview
Personal Qualities			
Able to work flexibly to support others and respond to unplanned situations	Essential		Interview
Desire to enhance and develop skills and knowledge through CPD.	Essential		Interview
Commitment to the highest standards of child protection and safeguarding procedures	Essential		Interview
Commitment to the school's ethos, aims and its whole community	Essential		Interview
Other Requirements			
This post will be subject to a DBS enhanced disclosure check.	Essential		Interview