Honiton Community College



**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  Experience in working in a learning environment  Experience of using ICT for recording/communication purposes | Essential  Essential | Desirable | Application form / Interview  Application form / Interview  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 /l 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 |