

## Person Specification

### Post: Student Health and Wellbeing Lead

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>GCSE grade 4 or above in English and mathematics (or equivalent)</li> <li>First aid at work (three-day)</li> <li>Level three safeguarding qualification</li> <li>Mental health first aider</li> </ul>	<ul style="list-style-type: none"> <li>Deputy designated safeguarding lead training</li> <li>Paediatric first aid training (or willingness to complete)</li> <li>Nursing degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Values driven</li> <li>Working with children / young people experiencing or exhibiting social, emotional and behavioural difficulties</li> <li>Working with students with medical needs including mental and physical disabilities</li> <li>Relating to children / young people from diverse ethnic / social backgrounds</li> </ul>	<ul style="list-style-type: none"> <li>Working in an inner-city area of high deprivation</li> <li>Managing medical room procedures</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>Commitment to safeguarding</li> <li>Ability to enthuse and motivate young people experiencing difficulties</li> <li>Command respect</li> <li>Inspire the trust and cooperation of young people</li> <li>Deal with concerns in a positive manner and de-escalate difficult situations which may arise</li> <li>Maintain perspective and resolve problems on the spot or in a timely manner</li> <li>Microsoft Office, especially Outlook, Teams, Word and Excel.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of what makes a Dixons academy different and successful</li> <li>Understanding of health conditions, including asthma, diabetes, epilepsy, allergies and anaphylaxis</li> <li>Knowledge of mental health needs in children and young people, including anxiety, depression, self-harm, emotional dysregulation and trauma-related behaviours</li> <li>Awareness of neurodiversity and SEND-related health needs, including ADHD and autism</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>Strong moral purpose and drive for improvement</li> <li>Mission-aligned</li> <li>Humble and kind</li> <li>Motivated, enthusiastic and flexible</li> <li>Excellent interpersonal skills</li> <li>Good sense of humour</li> <li>Desire to develop yourself</li> <li>Ability to give, receive and act on feedback</li> <li>Strong attention to detail</li> <li>Ability to work under pressure</li> <li>Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>