Person Specification - Mental Health Support Worker (Draw and Talk) for Blanche Nevile

The person specification outlines the main criteria for the post and short listing will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using experience gained either in paid or voluntary work.

Criteria	**Criteria** E= Essential D = Desirable	**Measured by** A= Application I = Interview
Qualifications		
• Holds a recognised qualification in counselling or therapy or a willingness to train	D	A
• Holds a recognised membership of a relevant professional body (BACP/ PTUK/ UKCP/NCS/BPS)	D	A
• Qualification in supervision or a willingness to train	D	A
• Qualification and proficiency in BSL Level 3 – 6	E	A / I
Experience		
• Experience / understanding of the lived experiences of young people an understanding of children, young people and schools	E	A / I
• A clear understanding of child protection policy and procedures and commitment to safeguarding of children and vulnerable adults	E	I
• Demonstrates knowledge of the school environment	E	I
• Demonstrates a clear understanding of the needs of service users and stakeholders and range of service provision offered to support them.	E	I
Skills and Behaviours		
• Demonstrates understanding of a range of therapeutic models	E	I
• Demonstrates an understanding of working with children and young people who require or would benefit from emotional and therapeutic support and experience of the school environment	E	I / A
• Manage and account for overall caseload & update line manager in a timely way	E	I
• Takes an active approach to self-development and shows a commitment to continuous professional learning	E	I / A
Safeguarding • Is pro-active in reporting safeguarding issues and concerns with regards to children and vulnerable adults, to school and line management, in accordance with the schools' policies.	E	
• Continues to keep up to date with safeguarding policy and developments	E	A
Management		
• Develops an understanding of how to manage an effective Draw and Talk Therapy Project	E	I
• Seeks to continually improve quality of service provision in all areas	E	I

Relationships (Internal and External) • Builds relationships through effective communication with all stakeholders within the school and wider team	E	I
• Demonstrates a clear understanding of the needs of service users and stakeholders and how school wellbeing services can support these needs and resolve problems as they arise	E	I
• Establishes and sustains positive working relationship with colleagues, school staff, children and young people, parents and carers	E	I
• Understanding of the student support/pastoral care system	D	I
Communication • Communicates effectively and appropriately with Line Manager, particularly highlighting any concerns or issues that require resolution	E	I
• Considers the needs of the audience and pitches communications at an appropriate level	E	I
• Demonstrates accuracy in all communications	E	A / I
IT Demonstrates competency in using Microsoft Office, Internet and a willingness to learn other data systems relevant to each school e.g. 'My Concern' and ARBOR.	E	A / I