

## Person Specification

### Post: SEMH Champion

Attributes	Essential	Desirable	How identified
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>GCSE English &amp; Maths (Grade C or above)</li> <li>Team Teach/MAPPA Trained</li> <li>Additional L3 qualifications</li> </ul>	<ul style="list-style-type: none"> <li>Child Protection L3</li> <li>Mental Health First Aid</li> <li>Qualifications relating to SEND</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Evidence of specialism in SEND</li> <li>Successful experience of handling difficult and sensitive situations</li> <li>Experience of writing and evaluating interventions</li> <li>Has demonstrated personal effectiveness in improving the quality of student wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>Working in a PRU/SEMH Special School environment</li> <li>Experience of working successfully with disengaged learners</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>Understanding of health and safety issues and good practice to support students with SEND</li> <li>Understanding of child protection issues</li> <li>Successful experience of handling difficult and sensitive situations</li> <li>Ability to communicate effectively orally and in writing to a range of audiences</li> <li>Evidence of being able to build and sustain effective working relationships with young people, staff, parents/carers and the community</li> </ul>	<ul style="list-style-type: none"> <li>Ability to identify and facilitate a planned programme of CPD in response to development priorities and identified student needs</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>Friendly/Good sense of humour</li> <li>Professional</li> <li>Mission-aligned</li> <li>Motivated, enthusiastic, flexible</li> <li>Excellent interpersonal skills</li> <li>Desire to develop yourself</li> <li>Ability to give, receive and act on feedback</li> <li>Strong attention to detail and clarity</li> <li>Ability to work under pressure</li> <li>Commitment to the full life of the academy</li> <li>Excellent record of attendance</li> <li>Ability to remain calm and composed during a range of challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to ongoing professional development</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>