Herne Bay High

**SEMH Practitioner Lead**

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Education and Qualifications** |  |  |
| NVQ Level 2/equivalent/BTEC qualification in either childcare, education, social work, social care, counselling or youth work |  | ✓ |
| Good level of education to at least GCSE standards or equivalent (including Maths and English) | ✓ |  |
| Expertise, training or record of effectiveness in conflict resolution |  | ✓ |
| Training in behaviour management |  | ✓ |
| Training in physical intervention |  | ✓ |
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| **Experience** |  |  |
| Supporting planning, evaluation and delivery of learning activities for students in a formal setting | ✓ |  |
| Training or expertise in a relevant curriculum or other learning area | ✓ |  |
| Leading and managing other support staff |  | ✓ |
| Working alongside students with SEMH needs | ✓ |  |
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| **Knowledge and Understanding** |  |  |
| Worked closely and successfully with children from different social backgrounds | ✓ |  |
| Relevant polices, codes of practice and legislation including safeguarding | ✓ |  |
| Frameworks that support the education, development and well-being of children | ✓ |  |
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| **Skills and Attributes** |  |  |
| Have effective oral and written communication skills | ✓ |  |
| Form effective professional relationships including team working | ✓ |  |
| Have good organisational and time management skills | ✓ |  |
| Have sound ICT skills | ✓ |  |
| Be able to plan effective activities for students at risk of underachieving | ✓ |  |
| Develop their knowledge through the evaluation of their own learning needs | ✓ |  |
| Be able to work independently | ✓ |  |
| Remain calm under pressure and be able to adapt to change quickly | ✓ |  |
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| **Personal Qualities** |  |  |
| Proactive approach | ✓ |  |
| Excellent interpersonal and communication skills | ✓ |  |
| Punctual and reliable | ✓ |  |
| High level of confidentiality, honesty and integrity | ✓ |  |
| Self motivation and initiative | ✓ |  |
|  |  |  |
| **Other** |  |  |
| Willingness to work flexible hours on occasions | ✓ |  |
| Willingness to maintain confidentiality on all school matters | ✓ |  |
| Willing to undertake training courses that are relevant to the duties of the post  | ✓ |  |