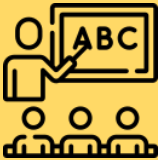


Person Specification

Post: Deputy Mental Health Lead/School Counsellor | SC5 (point range 22-25)

Area	Essential	Desirable	Evidence via
Qualifications 	- Relevant mental health, counselling, therapeutic or psychology qualification - Commitment to ongoing professional development	- Accredited, eligible or working towards accreditation with a recognised professional body (e.g. BACP, UKCP) - Member of a professional body eg. BACP, UKCP	- Application form - Certificates
Experience 	- Experience working with young people in a secondary school or comparable setting - Significant experience supporting students with mental health and safeguarding needs - Experience working with students with autism or ADHD - Experience of CPOMS or equivalent safeguarding systems - Experience of multi-agency working, including NHS and health service	- Experience coordinating or leading school-based mental health provision - Experience working in contexts of high SEND, EAL and deprivation	- Application form - Interview - References
Teaching and Learning 	- Ability to deliver targeted individual and group interventions - Ability to contribute to whole-school CPD and assemblies (e.g. mental health, neurodiversity, wellbeing) - Ability to support staff through consultation and advice	- Experience designing or delivering staff training or INSET - Experience contributing to Individual Support Plans (ISPs)	- Application form - Interview - Observation / task (if applicable)

Knowledge 	● Strong understanding of trauma-informed and attachment-aware practice ● Specialist knowledge of autism and ADHD ● Knowledge of safeguarding legislation, GDPR and information sharing ● Understanding of school-based mental health systems and referral processes	● Knowledge of NHS neurodevelopmental pathways ● Knowledge of national and local mental health initiatives (DfE, Local Authority, NHS)	● Application form ● Interview
Skills and Attributes 	● Builds and maintains positive professional relationships and appropriate boundaries with staff and students ● Maintains strict confidentiality and integrity at all times ● Communicates effectively and professionally at all levels ● Manages time, prioritising workload and using initiative ● Works well both independently and collaboratively ● Follows school policies, procedures and professional expectations ● Approaches problems proactively and systematically ● Confident working with senior leaders and external professionals		
Attitudes and Values 	● Strong commitment to safeguarding and child protection ● Commitment to inclusion, equity and supporting vulnerable learners ● Ethical and professional approach to mental health practice ● Respect for confidentiality and professional boundaries	● Commitment to preventative and whole-school mental health approaches	● Application form ● Interview
Personal Qualities 	● Calm under pressure ● Organised and able to manage complex systems and caseloads with a solution-focused approach ● Initiative and determination ● Ability to prioritise and be adaptable ● Optimistic, has vision and creativity ● A sense of humour, warmth, energy, stamina and resilience ● Empathetic with a deep sense of integrity	● Confidence leading aspects of practice across the school	● Interview ● References