

The Bishop of Winchester Academy

Person Specification

Thrive Practitioner

This person specification will be used in shortlisting and interviewing to select the best candidate. Each applicant should, therefore, address the person specification in your written application and where appropriate you should give examples of how you meet the criteria.

	Essential	Desirable	Method of Assessment
Ethos			Application – A Interview - I
Support the sponsors’ vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.	✓		I
Each post holder must share the commitment of the sponsors’ principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.	✓		I
In sympathy with the ethos of the academy, including a commitment to co-operation and helpfulness and a concern for the wellbeing of others	✓		I
All academy post-holders are expected to contribute to the development of young people and the community.	✓		I
Experience			
Working in a school environment	✓		A & I
Experience in working with young people with mental health issues and behavioural concerns	✓		A & I
Skills, Knowledge and Abilities			
Ability to communicate clearly and concisely at all levels whilst understanding your student needs	✓		A & I
Ability to be self-motivated, to reflect on own performance within a role and to identify areas of learning/improvement	✓		A & I
Flexible approach to work and work area	✓		A & I
Understanding of safeguarding	✓		A & I
Understanding of the benefits of equality, diversity and inclusion within society	✓		
Ability to recognise and appreciate the confidential nature of some work undertaken and to work to academy policies	✓		A & I
Ability to work effectively with other colleagues	✓		A & I
Ability to work independently, managing own workload and use initiative	✓		A & I
Good written and verbal communication skills	✓		A & I
Excellent interpersonal skills both in working relationships with young people and in forming effective professional relationships with a wide range of contacts	✓		A & I
Knowledge of SIMS (Management Information System)		✓	A & I
Understanding of the principles of data protection	✓		A & I
Knowledge of SEND Code of Practice		✓	A & I
Knowledge of the EHCP process		✓	A & I
Education, Training and Qualifications			
Grade 4/C in GCSE English and maths	✓		A
Relevant mental health qualification at Level 3 or above, or an equivalent qualification in a vocational area	✓		A
Evidence of DDSL training and/or willingness to undertake regular DDSL training		✓	A
Personal and other			
Fully committed to all Academy Policies	✓		A & I
Willingness to attend relevant training	✓		A & I
Willingness to be involved in Safeguarding CPD for Academy Staff	✓		A & I
Flexibility and a readiness to undertake a wide range of tasks	✓		A & I
Ability to work outside of normal office hours on occasions		✓	A & I
A Full Driver’s Licence and access to own vehicle	✓		A
Strong work ethic	✓		A & I

* In order to comply with the religious ethos of the academy this is a Genuine Occupational Requirement under the Employment Equality (Religion or Belief) Regulations 2003.