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|  | **Essential** | **Desirable** |
| **Qualifications/ Training** | * Qualification in mental health or working with children and young people, such as: social work, psychology or counselling or equivalent NVQ4 in children, young people or families, social care or mental health. * Registration to appropriate professional body (if relevant) | * DSL training * First Aid training * Mental Health First Aid training * Training/qualification in nursing/physiotherapy/dance/sport science |
| **Experience** | * Experience of working with young people or young adults with mental health and wellbeing needs. * Experience of delivering group work projects. | * Experience of DSL or working in a Safeguarding team * Experience of working in a medical/first aid/injury rehabilitation role |
| **Skills/ Knowledge** | * Actively enjoy working with young people, and be able to form and maintain appropriate relationships and personal boundaries with them. * Demonstrate a caring and understanding attitude towards both staff and students. * Understanding of issues from a student and College perspective. * Understanding of the various barriers to learning, particularly mental health and wellbeing. * Working knowledge of external agencies and support pathways. * Possess good time management and administrative skills and be able to prioritise competing demands and work under pressure effectively and diplomatically * A commitment to the safeguarding and promotion of the welfare of young people * Excellent literacy skills and the ability to produce detailed and accurate references and reports. * To work in a professional manner with integrity, maintaining student and staff confidentiality. | * Ability to work independently and under your own initiative whilst reporting to your Line Manager. * Awareness of health & safety legislation and development of risk assessments. * An awareness of health and wellbeing concerns that are prevalent in the performing arts industry. |

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| **Personal Skills** | * An enjoyment of working with young people and an empathy for their needs and concerns. * An interest in and an affinity with young people. * Have a sense of humour and be approachable, accommodating and patient. * Be resilient, forward-thinking and proactive. * Be professional in appearance, conduct and time-keeping. * Ability to work both on your own initiative and as part of the wider college team. * Be able to organise and plan your own workload whilst remaining flexible in your response to the College’s changing needs. * Ability to work in a creative way, showing flexibility in unplanned situations. * Encourage an atmosphere of mutual respect when dealing with students, staff and parents. * Have excellent inter-personal and communication skills. * Commitment to on-going professional learning and development. * Commitment to professionalism, objectivity, sharing, teamwork and collaboration. * Must accept and actively support the College’s values including equality and diversity. |

CAPA College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are subject to an enhanced DBS prior to taking up appointment with CAPA College.