

Recruiting Young People's Wellbeing Champions

What should the recruitment process for Wellbeing Champion look like?

The recruitment process is an important part of creating meaningful pupil participation. A recruitment process that allows the applicant to demonstrate their passion for wellbeing and skills they would bring to the position builds their confidence and sense of ownership. At the other end, students being involved in choosing their representatives builds equality, autonomy and embeds pupil participation within the school. To elect a student with the right values is also important for representing wellbeing.

Expected Values in a Young Person:

- Listens well
- Respectful of other people and their views
- Caring and empathetic
- Organised
- Good communicator
- Able to confidently stand up for their peer's views
- Resilient
- Have some understanding of mental health and wellbeing
- Have awareness of issues facing young people

Selection process:

(Skill Development: Writing, deadlines, creativity, communication, organisation, campaigning)

- Long answer for teachers explaining why they want to be a student representative, what they will bring to the group etc- This type of answer gives students a chance to fully explain why they want to be a student representative and is an evaluative activity that teachers are experienced in. Also, a question very similar to what they would be asked in a job interview, experience gained even if they don't get selected.
- A campaign poster summarising long answer to be voted on by students. This will demonstrate creativity, how they communicate with students, their core values, and issues to advocate for.
- A shared process where both teachers and students are involved in selection.

To complete throughout the year (to receive certificate):

- Training
 - Active listening
 - Emotion Coaching or similar emotional intelligence training

- Public Speaking
 - Representation/consultation
- An assembly process can support students developing their skills and confidence with public speaking; however, we would recommend, an assembly delivery does not form the application process and is delivered halfway through the year. Students believe short term anxiety can overrule long term value from the role and act as a deterrent for applying. Separately, an assembly part way through the year is a good opportunity.