**Zest Academy Trust**

Recruitment Information and Application Pack

SEMH Mentor (fixed-term) – February 2020

Information

The academy is part of Zest Academy Trust which promotes its own set of values which we believe in.

*ZEST* will promote a love of learning, have a constant focus on teaching and assessment and will effectively manage all its resources.

*ZEST* will prepare our children for life’s challenges by creating innovative, safe learning environments that challenge preconceptions and expectations.

*ZEST* values each member of the ZEST learning community by trusting, supporting and treating each other with dignity and respect.

*ZEST* will enable our family of schools to maintain and develop their own school identity, sharing innovative practice and support.

*ZEST* will enable staff to develop professionally and share their enthusiasm and love of learning with the children in their care.

*ZEST* Leaders and teachers will share expertise and experience within the ZEST community and will collaboratively support professional development and build effective learning capacity.

*ZEST* will always challenge to improve

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Dear Potential Applicant,

Thank you for showing an interest in our current vacancy. Waterloo is a thriving three-form entry primary academy in the South Shore area of Blackpool, an area of significant disadvantage. We educate 680 children in our Victorian school buildings yet are fortunate to deliver a 21st Century education through our exciting, inspirational, global curriculum which focuses on four world issues; Culture, Conflict, Conservation and Communication.

We currently have a vacancy for a **SEMH Mentor** to complement our existing team.

The successful candidate will be required to work with a professional pastoral team and a range of other

agencies to overcome barriers to learning for children who present with challenging behaviour and SEMH

concerns.

The successful candidate will:

* hold a current level 4 Teaching Assistant qualification or equivalent.
* have experience working with children with social, emotional and mental health difficulties
* be fully committed to inclusion and continually striving for the highest standards

**Vacancy:** SEMH Mentor

**Grade:** Grade F SCP 19-24 (£24,799-£27,905 pro rata)

**Actual pro rata salary:** £20,245-£22,781

**Hours:** 35 hours per week

**Contract:** 12 months fixed-term (term time only plus insets – 45weeks payable)

**Required from:** ASAP

**Closing date:** Monday 16 March 2020 (AM)

**Shortlisting:** Monday 16 March 2020 (PM)

**Interview with task:** Friday 20 March 2020

**If appointed, we can offer you**:

* enthusiastic, motivated and friendly children who are excited about current world issues in a broad, deep and progressive curriculum
* strong, supportive leadership and a dynamic, talented staff team
* exceptional levels of teamwork and a focus on staff wellbeing
* excellent professional development opportunities

**How to apply**:

Application forms, person specification and job description is available to download from the school website [www.waterloo.zestacademytrust.co.uk](http://www.waterloo.zestacademytrust.co.uk) or alternatively contact the school office on 01253 315370.

Please return your completed application form and a short (1 side of A4 max), succinct, covering letter of interest to: **Mrs Nicola Lea, Chief Operations Officer** via the school’s postal address or alternatively email to: HR@zestacademytrust.co.uk

*If you have not been contacted within two weeks of the closing date you can assume that, on this occasion, your application has been unsuccessful.*

**We look forward to receiving your application, if you have any questions regarding the post, please contact the Principal, Mark Hamblett on 01253 315370.**

***Thank you for the interest you have shown in this vacancy.***

*Waterloo Primary Academy is committed to safeguarding and promoting the welfare of children/vulnerable adults. This post is subject to satisfactory two-year reference history, Disclosure & Barring Service (DBS) check (previously CRB check), medical clearance, evidence of essential qualifications and proof of legal working in accordance with the Asylum and Immigration Act.*

# Job Purpose:

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| **Role Title**  | **Typically reports to** |
| **SEMH Mentor**  | Assistant & Deputy Headteachers |
| **Purpose of the role (job statement)** |
| To work as part of a pastoral team to overcome barriers to learning for children who present with challenging behaviours and SEMH challenges. |
| **Responsibilities**  |
| *Key duties:** liaise with all staff to undertake assessments and to provide support to targeted children to raise achievement and enable them to overcome barriers to learning
* be accountable for developing individual action plans for children who require additional support
* to work with and mentor children, both collectively and individually, providing bespoke interventions and group work to meet a range of needs
* engage with parents and carers to help address poor performance, attendance and behaviour.
* undertake home visits to offer advice and support in order to ensure an effective home, school approach
* monitor the implementation of behaviour support plans and other interventions and be able to analyse and report on progress
* support the SLT around the re-integration of children who have been excluded from school or following an alternative timetable
* provide extra support to children through a range of activities and interventions available to them
* develop and maintain effective partnerships with external agencies, working with the pastoral team to make referrals where appropriate
* contribute to whole school initiatives relating to SEMH, behaviour and attendance issues
* provide advice and relevant resources to staff or parents/carers to support SEMH children
* to ensure the Pastoral Lead is kept informed and updated on any specific issues relating to SEMH children
* maintain up to date documents and case files related to SEMH children
* work closely with other agencies where necessary
* support children in a small nurturing unit and in mainstream classes

*Individuals in this role may also:* * attend and contribute to pastoral team meetings
* undertake appropriate training as directed
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| **Indicative knowledge, skills and experience**  |
| Level 4 Teaching Assistant qualification or equivalentexperience of supporting children with SEMH challenges |

# Person Specification:

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| --- | --- | --- |
| **Personal Attributes required**  | **Essential (E)****or****Desirable(D)** | **To be identified by:** |
| **Qualifications***The successful candidate will have:** English & maths qualifications (Grade C or equivalent)
* level 4 teaching assistant or equivalent
* qualification in supporting children with complex needs
* safeguarding training
* data protection training
 |  E ED  D D | Application form |
| **Experience***The successful candidate will have experience:* * working with children requiring additional support
* within a school environment.
* working effectively, as part of a team
 |   E D E | Application/interview |
| **Knowledge/skills/attributes***The successful candidate will:** demonstrate an understanding of their statutory requirements concerning safeguarding, equal opportunities and health & safety.
* demonstrate a working knowledge of how to manage the reputation of the school and engage with the school community.
* possess excellent organisation and time management skills
 |  EE E  | Interview |
| **Personal qualities** *The successful candidate will have:** excellent verbal and written communication skills
* high expectations of self and professional standards
* the ability to work as both part of a team and independently
* the ability to maintain successful working relationships with colleagues
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