**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

# 

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](mailto: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:

|  |  |
| --- | --- |
| **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 | |
| **Indicative knowledge, skills and experience** | |
| Level 4 Teaching Assistant qualification or equivalent  experience of supporting children with SEMH challenges | |

# Person Specification:

|  |  |  |
| --- | --- | --- |
| **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  E  D    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 | E  E  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 | E  E  E    E | Application/interview  Interview  Application/interview  Interview |