



SEMH Inclusion Support Worker

TARLETON ACADEMY



Dear Applicant,

Thank you for your interest in the position of SEMH Inclusion Support Worker position at Tarleton Academy.

The Endeavour Learning Trust board and I are delighted to provide the enclosed information about the role and our School. I hope you find it helpful and on behalf of the whole school community, I would like to take this opportunity to extend a very warm welcome.

Endeavour Learning Trust is a growing Trust in the North West, currently spanning South Ribble, West Lancashire and North Sefton. In our family of schools at this point in our growth, we have four secondary schools and two primary schools formally within the Trust.

Our mission and values provide a clear framework for us to work to. We are absolutely committed to serving our communities to ensure that every child achieves their potential by providing the highest quality educational experience in a truly inclusive way.

As a Trust, we don't believe in a one-size-fits-all approach for our schools or our students. We respect and celebrate individuality, working with a clear determination to support our children, colleagues and communities both collectively, and individually, to flourish and thrive through a rich and transformational provision.

We believe in the value of collaboration, and everybody working with the Trust shares a collective responsibility for the success of all of our children. We also recognise that we will never be successful in delivering our vision for our young people unless our colleagues are supported, nurtured and developed to achieve their full potential with us. That's why we are equally committed to ensuring every colleague benefits from the best possible employment experience where high-quality CPD and a sincere approach to supporting wellbeing enable our colleagues to achieve their own aspirations for their career.

We hope the enclosed information will give you good insight into our School & Trust.

We look forward to viewing your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'DL', with a stylized flourish extending to the right.

David Clayton
Chief Executive

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.

ENDEAVOUR LEARNING TRUST

OUR SCHOOLS





About Tarleton

Dear Applicant,

Tarleton Academy is a thriving rural secondary school, part of the Endeavour Learning Trust family of schools and located at the heart of the village of Tarleton. We continually strive to be a 'Great school at the heart of the Tarleton community' and have ambition to be the number one secondary school choice for all students in the locality.

At our school you will find a caring, supportive and inclusive community; one that is dedicated to celebrating the potential and uniqueness of everyone. To support this commitment, there is a strong curriculum, inspirational and challenging teaching and learning and dedicated pastoral care. In July 2023, this was recognised by Ofsted and we maintained our rating as a 'Good' school.

We pride ourselves on the strength of our relationships with our students, staff and wider community. Our overriding priority is to get to know each of our students as individuals in order for them to excel in all aspects of school life. We have a distinct 'family' feel, with the wellbeing of our staff and students at the forefront of our decision making - our commitment to reducing workload is non-negotiable. We seek to thrive; individually, together, in our classrooms, staffrooms, schools and right across the Trust.

We have recently moved into a brand-new state-of-the-art carbon neutral school building which offers staff and students an unrivalled school experience with modern design and state of the art technology in all classrooms. This development will continue with the landscaping of our outdoor spaces, the completion of a new MUGA and the proposed 3G AstroTurf pitch. We would highly recommend you come and visit us prior to application in order to appreciate our fantastic new facility.

We hope the enclosed information will give you good insight into the role and will encourage you to apply.

Yours faithfully,

S. Parker
Headteacher

SEMH Inclusion Support Worker

Full time, Permanent, Term time only (plus 2 weeks)

Grade 6 SCP 11-19

£25,979 - £29,777 pro rata

£23,122.67 - £26,503.09 per annum

Are you the right person to work with our fantastic students and staff? Can you provide bespoke support to our learners with additional challenges, removing potential obstacles to learning? Can you demonstrate our values by modelling kindness, respect and ambition to the school community? At Tarleton Academy, we are committed to the academic and personal development, social and emotional well-being of every one of our students and as a result, we are looking for an enthusiastic, dynamic team player who will join us in the new position of SEMH Inclusion Support Worker.

The main purpose of this role is to provide targeted interventions for students with identified SEMH needs and to work closely with colleagues in the SEND team, to monitor student behaviour and identify those displaying signs of SEMH needs.

We are looking for someone who is able to:

- Work with and support children of a relevant age
- Form positive, effective and appropriate working relationships/boundaries with young people
- Work effectively as a member of the team, prioritising conflicting demands and managing own workload effectively

They will be expected to:

- Take a lead role on the implementation of the school's Celebration, Award & Behaviour Procedures
- Work directly with students to provide mentoring and pastoral support to overcome obstacles to learning
- Lead on administrative support to the year group(s) you are working with

The School can offer you:

- Brand new school build completed in 2023 with State-of-the-Art facilities
- A caring and supportive school environment with delightful students who are keen to learn
- A fantastic Local Government Pension Scheme
- On-site parking
- 24/7 access to employee wellbeing package
- Encouragement of further and continued professional development
- Term time only employment which supports long holidays

We welcome staff who share our commitment to help children experience better days and better lives. Through ongoing development and training, we ensure our staff are well prepared for their jobs and given every opportunity to extend their skills.

This position is full time, permanent and term time plus two weeks (inclusive of 5 inset days) 37 hours per week. Working Monday to Thursday 8:30am to 4:30pm & Friday 8:30am to 4:00pm

HOW TO APPLY

To apply, please complete an application form in full and send to vacancies@endeavourlearning.org along with a personal statement to support your application and outline the relevant experience you can bring to Endeavour Learning Trust.

Applications should be submitted by 9am on Friday 23rd August 2024

Interviews are to be held on week commencing 26th August 2024

If you have any questions, please contact our Central HR team at vacancies@endeavourlearning.org

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates

JOB DESCRIPTION



SEMH INCLUSION SUPPORT WORKER

TARLETON ACADEMY

Job Purpose

To provide bespoke support for those learners who have additional challenges in regulating their behaviours as a result of an identified SEMH need.

To provide support for learners who are temporarily unable to access mainstream lessons by ensuring they are able to regulate emotions and continue to access the curriculum.

Support for Students

- To provide targeted interventions for students with identified SEMH need;
- To work closely with colleagues in the SEND team to monitor student behaviour to identify those displaying signs of SEMH needs. Carry out initial and ongoing assessments to identify students with SEMH needs.
- Develop and implement personalised support plans for students with SEMH needs, outlining specific interventions and strategies.
- To support the operational running of our Reflection Room;
- To ensure the seamless continuity of the curriculum for students accessing the Reflection Room;
- To support the Year Leader & SEND team and be a first port of call for parents/carers;
- Assist Year Leader in providing pastoral care for students who require it;
- Work with Attendance Lead to improve attendance and punctuality to school and other academic interventions for students with identified SEMH needs;
- Work with Behaviour and Inclusion Leads to improve behaviour for students including: assisting with behaviour modification, intervention strategies, and liaising between staff and parents/carers to engage students;
- Inform Safeguarding lead of any concerns with students and ensure that all student needs are met;
- Play a lead role supporting the HOY in dealing with inappropriate classroom behaviour, be on call to assist, remove and intervene with students where necessary, including students attending detention and attending the Reflection Room. Contribute as a member of the inclusion team to the staffing of the Reflection Room (periods 2-4).
- Carry out pre, post and lunch duties daily, ensuring that you welcome and bid farewell to students at the start and end of each day;
- Coordinate weekly pastoral detentions for repeat incidents of poor behaviour, i.e., poor punctuality, low-level disruption.

Support for Curriculum

- Establish constructive relationships and communicate with other agencies/professionals, in liaison with the Year Leader and teachers, to support pupil achievement and progress.

Support Year Leader by meeting with parents/carers re: low level disruption across lessons and monitor via reporting processes.

Student Support and Guidance

Undertake Behaviour modification 1-2-1 meetings

Support Year Leaders to ensure all students on Alternative Provision receive the appropriate work and support.

Assist personal development leads and HOY to raise aspirations and improve mental health and wellbeing of students

Support for the School Community

Carry out lunch duties and break duties daily

Be around the corridors throughout the day to ensure school in calm and orderly and students are punctual to lessons.

Maintain good relationships with staff and work together as a team.

Attend PASS meetings, ensuring that Year Leader and form tutors are kept updated on key students

Encourage students to take roles of responsibility;

Use SIMS, CPOMS and class charts when needed to track, review and evaluate pupil intervention strategies;

Generate relevant reports from Arbor to monitor & inform.

Support HOY and Form Tutors to adopt the school's values

Undertake any other tasks as the Head teacher may reasonably require.

Corporate Responsibilities'

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities

To plan, monitor and review health and safety within areas of personal control

To participate in the Trust's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date

To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

PERSON SPECIFICATION

	KEY CRITERIA	Essential (E)/ Desirable (D)
QUALIFICATIONS	NVQ Level 2 or 5 GCSE's (or equivalent) A*-C including English and Mathematics / Grade 9 to 5	E
EXPERIENCE AND KNOWLEDGE	Experience of working with or caring for children of relevant age	E
	Experience of working in a relevant classroom/service environment	D
	Experience of working with students with medical needs	D
	Experience of administrative work	D
	Experience of working within a school environment	D
	Experience of supporting pupils with challenging behaviour	D
SKILLS AND ATTRIBUTES	Ability to operate at a level of understanding and competence equivalent to NVQ Level 2 standard	E
	Ability to relate well to young people	E
	Ability to form effective and appropriate working relationships/boundaries with young people	E
	Capable of working effectively as a member of a team	E
	Excellent oral and written communication skills	E
	Time management skills	E
	Ability to prioritise conflicting demands and manage own workload effectively	E
	Ability to work accurately under pressure and to tight deadlines	E
	Efficient, meticulous and well organised	E
	Knowledge of concept of confidentiality	E
	Standard office practices and procedures	E
	Accuracy and attention to detail incorporating good numeracy and literacy and IT skills	E
	Adaptable with a flexible approach to work	E
	Operate a computer and other standard office equipment	E
	Maintain effective working relationships with school, staff and students and those encountered in the course of work	E
	Communicate with the public in a courteous and professional manner in writing, by telephone and in person	E
	Respond rapidly and accurately to situations	E
	Able to use own initiative and work independently with general supervision	E
	Understand and carry out written and oral instructions	E
	Be honest and trustworthy	E
	Be respectful and polite	E

PROFESSIONAL AND PERSONAL ATTRIBUTES	Possess cultural awareness and sensitivity	E
	Ability to deal with confidential matters in a professional manner and to maintain confidentiality	E
	Show initiative	E
	Good communication skills	E
	Demonstrate sound work ethics	E
	A commitment to contributing to the wider school, Trust and its community	E
	Ability and willingness to travel between sites, as required	E
OTHER	Clearance through the Disclosure and Barring Service	E
	Compliance and adherence to the documents 'Keeping Children Safe in Education' 'Guidance for Safer Working Practice' & 'Guidance for Conduct'	E

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