**Job Description: SEMH Lead Practitioner**

**Job summary**

We know every child in depth and use this knowledge to plan for our children ensuring high expectations recognising that some children have additional challenges and need a more tailored approach and provision to help them with their SEMH needs and to access the curriculum.

This is a new post, for the rest of the academic year in the first instance. The successful candidate will lead and co-ordinate the provision for a small group of children with significant SEMH at the school who, at times, are unable to access mainstream lessons due to behavioural, emotional, or mental health issues.

We are seeking a motivated and nurturing individual who can build positive relationships quickly and work closely with staff, children, parents, and external agencies in this role.

**Ideal candidates will:**

* have experience of working within education, health or social care sectors supporting children and families with complex SEMH needs.
* have a passion and talent for supporting, establishing relationships and nurturing children, particularly those with the greatest challenges
* have a positive attitude and complete belief in the importance of inclusion, safeguarding and confidentiality
* be skilled in training and developing staff and have high expectations of all in the school community
* to be committed to a relational and restorative approach

**The Role**

Under the direction of the Head of School, to lead, develop and co-ordinate the provision for a small group of children with social, emotional, mental health and behaviour challenges

**Key responsibilities**

* Promote and share the leading of the strategy for children with SEMH across the school
* Proactively assess and review identified children
* Developing bespoke programmes of provision and personalised learning for a caseload of children who are currently unable to access mainstream classrooms consistently
* Monitoring and reviewing provision and practice
* Collaborating with staff to model approaches in and outside of the classroom
* Training staff in approaches to deal with a variety of complex needs
* Resourcing and co-ordinating the use of a dedicated space for children to access throughout the day
* Leading a group of support staff
* Proactively work parents and carers to develop strategies to help meet the needs of identified children
* Establish positive partnership working with a variety of agencies and professionals
* Signpost and co-ordinate external provision and support
* Working closely with SLT

**Outcomes and activities**

**Support**

* Promote inclusion and acceptance of all pupils in the school, including those with special educational needs and/or disabilities
* Work with staff to assess the needs of individual children
* Work with the class teacher, Assistant Headteachers and SENCo to implement and review Individual Learning and Provision Plans and develop resources for pupils who have additional needs
* Plan and facilitate small group teaching
* Maintain record keeping for identified children
* Assist with the testing and assessing of children to determine their needs
* Model and support staff in approaches to assist with behaviour management within and outside the classroom.
* Assist with off-site activities and educational visits
* Make use of a variety of approaches such as creative arts, drawing, clay, sand, movement, music, and therapeutic storytelling
* Promote positive change in the child by helping them to help themselves

**General**

* Maintain child, family, and school confidentiality at all times
* Attend regular meetings and training, as required
* Be prepared to share skills and work flexibly
* Undertake other tasks/responsibilities as directed by the Head of School
* To comply fully with the School’s Health and Safety Policy and all agreed safe methods of work

**Person Specification: SEMH Lead Practitioner**

**Qualification Criteria**

* Qualification in education – HLTA, teacher, social worker, relevant health qualification
* Maths and English GCSE or equivalent at grade C or above (essential)
* Right to work in UK.

**Experience**

* Experience of establishing successful learning and nurturing relationships with a variety of children at the relevant age (essential)
* Evidence of impact of approaches, strategies, intervention (essential)
* Have a good and thorough working knowledge of – Neurodiversity, ADHD, Oppositional Defiance Disorder, Autism, Attachment and Trauma approaches, PACE approach, neuro diversity profiling and be committed to developing a relational and restorative culture. (essential)
* Leading a team of staff (essential)

**Behaviours**

**Personal characteristics**

* Genuine passion and a belief in the potential of every child
* Helpful, positive, calm, and caring nature
* Resilient and able to work in sometimes challenging circumstances
* Able to establish good working relationships with all colleagues
* Able to follow instructions accurately but make good judgments and lead when required
* Initiative-taking and ‘can do’ approach

**Specific skills**

* Empathy and an open and friendly manner
* The ability to gain the trust of children
* Resilience and insight for working with children in emotional distress
* Good spoken and written communication skills
* A broad knowledge of child development
* A good understanding of the diverse ways children communicates their feelings
* The ability to work with distressed behaviour or facts, without making judgement
* Always understanding the need for confidentiality
* Exceptional understanding of safeguarding

**Other desirable training and skills**

* Team Teach/Positive Handling

**Other**

* Commitment to equality of opportunity and the safeguarding and welfare of all children
* Willingness to undertake training
* This post is subject to an enhanced Disclosure and Barring Service check.

*Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. To meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands, or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark’s safer recruitment process, please click this* [*link*](https://arkschools.sharepoint.com/%3Ab%3A/s/Library/Ee5_GgqkEFJIjhH42vLzSMwBobqJ3bSmxRGro8744DDZ8A?e=9CeE7e)*.*