

St Bede's Catholic College



Recruitment pack for the post of:

Mental Health and Wellbeing Practitioner

18 hours per week, term time only, maternity leave cover from 23rd April 2025 until 22nd April 2026, or earlier return of post holder

Pay scale BG9, SCP 19-23, £13,217- £14,195 (actual salary)
(FTE £31,037 - £33,366)

Closing date: Noon on Monday 3rd March 2025



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Long Cross, Lawrence Weston, Bristol, BS11 0SU

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Principal: Mr R. J. King, M.Ed

Dear applicant

St Bede's Catholic College is a great place of learning with a unique culture and climate. Visitors comment on a calm and industrious place where children are stimulated and challenged to develop their talents and encouraged to strive for excellence. Achievement and effort are valued and celebrated. Within and outside the classroom numerous opportunities exist for young people to unlock their talents and develop self-worth, esteem, confidence, resilience and independence.



Children are enthusiastic about life in college and embrace the many opportunities to grow in faith, developing religious understanding and a sense of service. Spiritual and moral development lies at the heart of our work and is a major strength within this vibrant faith community, where every child is valued.

Young people are encouraged to strive for excellence in every aspect of their work. We hold high expectations of ourselves and all those who work within our community and these translate to the children in our care. They are enabled from the early stages to be active, enquiring and critical open-minded thinkers; to be ambitious for themselves and broaden their horizons.

The college has a long-standing tradition of scholarship and academic success. The value of hard work is never underestimated; this, coupled with inspirational and passionate teaching, enables everyone to fulfil their potential and walk tall with confidence.

As important as they are, education at St Bede's is about much more than examination results as you will discover when you visit this vibrant community where quality is all pervading.

Yours faithfully

Mr R King

Principal



The St Bede's Way

The St Bede's Way is a practical guide to the culture at St Bede's. It is the way we aspire to do things, the expectations we have of each other and the support we provide to help us all succeed. It is the aim of all our community, both adults and students.

St Bede's has one simple message: **Work Hard. Be Kind. Do The Right Thing.**

Where Excellence meets Purpose

At St. Bede's Catholic College, we believe that our colleagues are the heartbeat of our institution. We are not just a school; we are a community committed to fostering an environment where every member thrives. As you consider joining our team, here's what we promise to provide you:

Inspiring Mission and Values:

Be part of a community driven by a rich heritage and a commitment to excellence in education. Our Catholic values permeate everything we do, creating a purpose-driven work environment.

Collaborative and Inclusive Culture:

Embrace a culture of collaboration, where your unique skills and perspectives are valued. We are committed to creating an inclusive atmosphere that celebrates diversity and encourages open dialogue.

Professional Growth and Development:

Your growth matters to us. Access ongoing professional development opportunities, workshops, and mentorship programs to ensure you stay at the forefront of your field and achieve your career goals

Student-Centric Approach:

Experience the joy of shaping young minds. Our student-centric approach prioritises their holistic development, providing you with the satisfaction of contributing to their growth and success

Work-Life Balance:

We understand the importance of a balanced life. Enjoy a supportive work environment that values your well-being, providing flexibility and resources to help you maintain a healthy work-life balance.

State-of-the-Art Facilities:

Work in a modern and well-equipped campus that fosters a positive learning environment. Our facilities are designed to inspire creativity and innovation in both students and staff.

Community Engagement:

Engage with the local community and make a difference beyond the classroom. Join initiatives that connect our school with the broader community, reinforcing our commitment to social responsibility.

Join St. Bede's Catholic College and be part of a community where your skills are appreciated, your growth is nurtured, and your contributions make a lasting impact on the lives of students.

ADVERT

Mental Health and Wellbeing Practitioner, 18 Hours per week, over 3 days

Term time only including in-service training days, maternity leave cover.

This post is to commence 23rd April 2025 to 22nd April 2026, or earlier return of post holder.

JOB OVERVIEW

We are seeking to recruit a part time Mental Health and Wellbeing Practitioner to join the 'one to one' team, contributing towards to provision of confidential, short-term support for children experiencing personal and emotional difficulties.

St Bede's has a diverse community of students and we would be pleased to receive interest from applicants of all backgrounds.

WHY CHOOSE US

St Bede's has a superb reputation locally, within the Diocese and nationally. We are recognised by the Diocese as an Outstanding Catholic school and hold the SEND Inclusion award that recognises our high-quality education for students in SEND. In addition, we hold a Beacon status for Holocaust Education, the Geography Quality Mark and an award from the Incorporated Society of Musicians in recognition of excellence in Music. We have also been recognised for 'Leadership through moral purpose', 'engaging with evidence and research' and for our outstanding results by SSAT. The College has also recently been awarded the Leading Parent Partnership award in recognition of our work with parents and re-accredited as Investor in People.

WHAT WE OFFER:

- A school that is fully dedicated to developing every child to reach their full potential, irrespective of their ability.
- Collaborative working to support our endeavours to work smarter and achieve an effective balance between home and work.
- Excellent CPD opportunities to grow and development through mentorship and coaching.
- Free onsite parking (when available).
- Paid holiday allowance for support staff of 25 days, increasing by 1 day each year to a maximum of 30 days after 5 years (plus 8 bank holidays)
- Local Government Pension Scheme
- Access to free employee assistance programme

The actual annual salary for this role is £13,217- £14,195 (FTE £31,037 - £33,366)

We are committed to safeguarding the welfare of children and expect all staff to share this commitment. An enhanced DBS check is required for the successful applicant and must be maintained

Closing date for receipt of completed application forms is noon on Monday 3rd March 2025

Offers of employment are subject to Enhanced Disclosure and Barring Service clearance, excellent references and medical clearance.

St Bede's Catholic College

JOB DESCRIPTION

JOB TITLE: Mental Health and Wellbeing Practitioner, maternity leave cover

GRADE: St Bede's Catholic College BG9 point 19 - 23

HOURS: Three days per week: 08.45 – 15.15 with a 30-minute break.

MANAGED BY: Miss E Smith, Leader of 1:1 Team

It is the responsibility of all staff to support the provision of a great education for all pupils

Purpose:

Joining the safeguarding team, you will contribute towards the provision of confidential, short-term support for pupils experiencing personal and emotional difficulties.

Remuneration is to be agreed within the scale, dependent on experience.

Main responsibilities:

- To support the safeguarding and welfare of students at all times
- To improve behaviour and wellness of individual children
- To provide individual therapeutic emotional and mental health interventions with identified pupils experiencing behavioural, emotional or wellness concerns
- To plan and deliver SEMH interventions with small groups of students developing their resilience, self-efficacy, study skills and improving overall well-being.
- To identify and disseminate beneficial resources pertaining to SEMH and behaviour management and SEN good practice.
- To liaise when appropriate with parents, carers and other relevant parties strengthening the school and family partnership and contributing to the team around family support
- To maintain secure and accurate records in line with safeguarding requirements and to monitor the influence of own interventions against attendance, behaviour and attainment
- To maintain regular communication with Tutors, Heads of Houses, SENDCo, Pupil Support and other relevant members of staff within safeguarding parameters to maximise the benefits of each child's intervention
- To work closely with the safeguarding team, to contribute concerns and update CPOMs as necessary.
- To provide targeted emotional support for children with ASD difficulties and to contribute to the College's progress towards being an Autism friendly school.
- To liaise with teachers to help reduce barriers to an individual student's learning and to improve their outcomes
- To attend relevant meetings when required and contribute evidence to EHCP referrals.
- To provide emergency SEMH support enabling a student to develop and engage strategies for managing their school day
- To contribute to whole school wellness and spirituality

General Accountabilities

- A. So far as reasonably practicable, the post holder must at all times promote safe working practices within their work areas.
 - B. Support the Catholic character of the college at all times.
 - C. Work in accordance with college policies and procedures.
 - D. Ensure that the output and quality of work is of a high standard and complies with the high expectation of the college for all employees.
 - E. The Governors are the employers of all staff within the college and they have adopted the Catholic Education Service Grievance and Disciplinary Procedures and Contracts of Services.
 - F. All employees participate in an annual review of performance and agree development targets.
 - G. Undertake training appropriate to developing the role
- The Line Manager for this post will be the Leader of the 1:1 Team.

This job description sets out only the key outcomes required. It does not specify in detail the activities required to achieve these and will change in order to meet the needs of pupils and the college.

February 2025

Person Specification: Mental Health and Wellbeing Practitioner , maternity leave cover

| ESSENTIAL (Must have) | DESIRABLE (Should have) | ADVANTAGEOUS (Could have) |
|--|---|---|
| <p>At least 1 years' experience of working effectively in a learning / child care setting</p> <p>GCSE Grade C or above (or equivalent) in English & Maths, plus at least three other academic subjects</p> <p>Skills of empathy, listening, communication and responding with appropriate language to build rapport with children from a variety of ages, abilities and backgrounds.</p> <p>Aptitude to develop knowledge of the role within an education environment.</p> <p>Flexible, adaptable and positive attitude to working in a structured environment</p> <p>Communication skills to promote and develop effective working with pupils and colleagues.</p> <p>The ability to contribute effectively to the workload and responsibilities of a team</p> <p>Ability to work on own initiative, including recognition of when and how to refer issues elsewhere for effective resolution</p> <p>Good sense of humour</p> | <p>Understanding of how different children develop and learn and the experience to identify and apply appropriate processes</p> <p>Ability to carry out duties without supervision</p> <p>Good IT skills: MS word, zoom text, adobe</p> <p>Degree in an appropriate field</p> | <p>Knowledge of remedial first aid</p> <p>Ability to communicate in a language other than English</p> |
| <p>SPECIAL CONDITIONS</p> <p>Post is subject to Child Protection Legislation and Enhanced Disclosure and Barring Service checks.</p> | | |

Why Bristol?

It is no surprise that Bristol is consistently rated as one of the best places to live and work in the UK.

Join us and you'll get more than a challenging job: you'll enjoy all the benefits of living and working in one of Europe's most vibrant and best located cities, known for its cultural diversity.

Bristol has an excellent international reputation as a centre of culture, partly thanks to the regeneration of the city centre and historic harbourside, as well as our festival scene. With great architecture and stunning views, a host of cultural attractions and a great range of places to eat and drink, the city also offers one of the country's widest selections of music, multimedia and performance venues, nightclubs, art galleries, museums and historic buildings. In and around the hustle and bustle of the city, Bristol boasts over 400 gardens and parks, ideal for walking, cycling and relaxation.

As well as all this, Bristol is within easy reach of some of Britain's most stunning landscapes, such as the Cotswolds, Cheddar Gorge, Somerset, Devon and South Wales countryside and coast. It's also close to some of the UK's heritage sites such as Stonehenge, Avebury and Glastonbury.

It's easy to get to the rest of the UK and Europe from Bristol. Of all the major UK cities, it's the nearest to London and has unrivalled rail and motorway links, not to mention one of the country's fastest growing international airports. Bristol has also been named as the UK's first cycling city and one of Europe's most bike-friendly destinations.



How to Apply

Please complete the application form, available electronically via Eteach or as a word document on request, and submit this with a letter outlining your experience and suitability for this role to Claire Walker, PA to the Principal by emailing walkerc@stbcc.org by noon on Monday 3rd March 2025.

No other application forms or curriculum vitae' will be accepted.

We are an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory references, online screening, qualification verification and evidence of your right to work in the UK.

Our safer recruiting and safeguarding policies are available on our website: www.stbedesc.org

