



Phoenix Centre Primary Support Base Teacher (SEMH)



Purpose of the job:

- To carry out general and specific duties as set out by the national School Teacher's Pay and Conditions.
- To provide an appropriate level of education for children at risk of permanent exclusion, or who have been permanently excluded from mainstream school in a variety of settings.
- To ensure each child has a support plan which is maintained and reviewed regularly.
- To take a strategic view on the future of the service helping to devise and monitor improvement plans.
- To further develop the DSPL4 Primary Outreach Team to support provision within the East Herts area for pupils aged 4 – 11 with SEMH.
- To maintain a caseload/teaching commitment for the substantive part of the working week.
- To deliver high quality teaching and learning to pupils who are assigned to the post holder.
- Any other duties as specified by the Headteacher.

Main Duties

- Be responsible for the quality of teaching and learning of all pupils who are assigned to the post holder.
- Lead by example, provide inspiration and motivation, and embody for the pupils, staff, management committee, parents and carers, the vision, purpose and leadership of Rivers ESC
- To engage in Rivers ESC Self Review process
- Support, create and promote the ethos of Rivers ESC
- To participate in effective Performance Appraisal (including outlining training needs)
- To work with a team of colleagues in developing strategies to put agreed policy into practice
- To work collaboratively with other adults and colleagues including Teaching Assistants
- Work to ensure the maintenance of effective partnership with parents and carers to support and improve pupils' achievement and personal development
- To work collaboratively with other agencies through TAF etc to support pupils' achievement and personal development
- To assist the schools in providing systems for advice and support to parents about their child's development
- To support the development of successful behaviour strategies to meet the needs of all pupils.
- To be engaging and collaborative, building effective relationships with colleagues, students, parents, other professions and the community.

****The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary****

Personal Specification:

<u>Essential</u>	<u>Desired</u>
<u>Experience</u> <ul style="list-style-type: none"> • Substantial experience as a practitioner with demonstrable evidence of supporting children and young people with SEMH at KS1 and KS2. • Confidence in using a child centred approach to work through planning teaching and evaluating practices • Experience of a wide range of teaching children with additional needs including SEMH, ASD and ADHD 	<ul style="list-style-type: none"> • Preparing for EHCP requests and annual reviews • Preparing documents and attending safeguarding meetings at CIN and CP level • Knowledge & experience of Hertfordshire STEPS
<u>Qualifications:</u> <ul style="list-style-type: none"> • QTS in Primary teaching • Recent Hertfordshire STEPS training • Recent safeguarding training 	<ul style="list-style-type: none"> • Knowledge, training and experience in Nurture principals • First Aid qualification
<u>Skills</u> <ul style="list-style-type: none"> • Excellent IT skills – experience of Microsoft Office applications • The ability to co-deliver group work • Confidence in using smart board technology • Confidence in delivering therapeutic approaches in an informed and empathetic manner • Confidence in upskilling and modelling positive behaviour support interventions 	<ul style="list-style-type: none"> • Able to communicate orally and in written form to other professionals
<u>Work-based Knowledge:</u> <ul style="list-style-type: none"> • Substantial understanding of SEMH • Substantial knowledge of effective SEMH-specific interventions • A knowledge of Hertfordshire's education system • Coherent understanding of Hertfordshire's Universal, Targeted and Specialist support services • The ability to make informed assessments of need, and to formulate appropriate plans 	<ul style="list-style-type: none"> • A knowledge of Hertfordshire's Behaviour Strategy • A knowledge of local partnerships and support networks
<p>In order to be successful in this role the Phoenix centre requires the post holder to show:</p> <p>Positive Outlook:</p> <ol style="list-style-type: none"> 1. Be an active ambassador ESC for The Phoenix Centre as part of Rivers both internally and externally 2. Be relied on as a Subject Matter Expert in SEMH and therapeutic interventions 3. Be an engaged and positive team member 4. Strive for and deliver excellence in own work 5. Think creatively and develop new ideas and strategies 	

Accountability:

1. Be impact-focussed and evidence-based in own work, considering the difference your actions will make
2. Always be punctual and conscious of time-management
3. Take ownership for own actions; learning from mistakes and striving for self-improvement
4. Support the development of evidence bases for decisions and/or new pieces of work
5. Support ongoing monitoring and evaluating of what we do in a meaningful and constructive way
6. Be reliable and dependable always ensuring that appropriate action is taken to keep issues on track, escalating where this is appropriate

Collaborative approaches:

1. Work effectively with colleagues across Rivers ESC and wider team members, including those of other relevant services, to contribute to team goals and wider organisational outcomes
2. Engage in, and actively seek out, new information relating to your practice and expertise from the wider organisation and other reputable sources
3. Investigate presenting issues and work with others to co-create and co-produce effective solutions
4. Communicate in an appropriate, inclusive way. Treat all individuals encountered on a professional and non-judgemental basis, with respect and warmth
5. Understand and demonstrate agreed organisational behaviours

Commitment:

1. Be self-motivated and consistently deliver on own objectives
2. Be receptive to feedback and deliver agreed actions on time
3. Recognise, respect and support difficult decisions
4. Come up with solutions and hold oneself to account

Personal development:

1. Be open to constructive feedback and personal improvement
2. Support successes in direct peer group and beyond
3. Be willing to work outside of own comfort zone, including being flexible and adaptable to change
4. Positively challenge and engage others in discussions

Enterprising:

1. Use initiative and creatively look for alternative ways of working while utilising resources and data already available
2. Be open to change and embrace new ways of working
3. Actively participate in areas outside of immediate environment and respond positively to new opportunities
4. Engage with confidence in positive conversations about the work that we do

Working conditions:

This post has the following special circumstances:

- Regular travel for which private vehicle mileage is applicable
- Occasional out of office hours working
- Some lone working created by the work pattern of other members of staff

(Please note: if you have difficulty meeting these conditions because of a disability or family circumstances, these will be discussed with you in order to consider reasonable adjustments to the job or working conditions)

Relevant Personal Characteristics:

So that you personally can succeed in this role, Rivers ESC requires the candidate to:

- a) Demonstrate thorough commitment, understanding and acceptance of the principles and values of The Phoenix Centre
- b) Always carry out responsibilities with due regard to Rivers ESC ethos and commitment to safeguarding
- c) Develop close working relationships with existing staff within the organisation