



RECRUITMENT PACK

SCHOOL MENTAL HEALTH AND WELFARE PRACTITIONER



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Welcome from the Executive Head Teacher

Dear candidates

Thank you for your interest in Claremont High School. I am delighted you are considering being a part of our School. Claremont High school founded in 1930 by the Middlesex County Council, and was one of a number of new schools built by the council between the wars in the rapidly developing outer suburbs of London. Claremont is now a multi-specialist school. In 2012, the school gained academy status, joining many other local schools. In the autumn term of 2017 Claremont High School Academy formed a MAT. A Multi Academy Trust (MAT) is a group of institutions who see the benefit of working together with other schools in a more formal arrangement. All academies within a MAT are governed by one trust and a single board of Directors. This is the organisation that runs a number of academies under a single charitable company.

As a member of our team, you would play a pivotal role in supporting the school to deliver an uncompromised curriculum and life enriching opportunities, together with extraordinary care and support.

As a School, we are expertly placed to enable our students to flourish whilst also ensuring they are well equipped to understand and meet the challenges they face with empathy and humility. Our staff know and understand each student to enable them to find their place in the world.

We are a very popular choice for parents / carers and currently have 1643 pupils. I am very proud of our whole school community; it is a wonderful place where everyone enjoys learning and are effectively supported to maximise their potential. Our teaching and learning staff are very committed to the children and young people and strive to bring out the very best in all of them. We work extremely hard to support all our children and young people to develop the skills they will need for the future.

Our aim quite simply is “To prepare our students to reach their full potential”. We know that we are very successful in doing this because we have students, staff and parents who are totally committed to our core values of *Excellence*, *Respect*, *Aspiration*, *Enjoyment* and *Perseverance*. These are the values that are celebrated and upheld across the academy so that students of all ages and abilities are able to make exceptional progress academically, socially and personally. It is the strength of these core values that has led students to make an excellent and smooth transition from their much-loved primary schools, so they achieve excellent GCSE and A Level results. This enables them to make the transition to top universities and colleges and to secure excellent professional careers in fields such as Medicine, Finance, Law, Teaching and Business. Many have achieved sporting success well beyond the school environment and others have found true excellence in performing and the visual arts.

When it comes to academic achievement, our goal is nothing short of excellence across all three of the key stages. Pupils are able to achieve excellent results because we set the highest expectations in learning and behaviour and we provide them with a broad, balanced and enriched curriculum that meets their needs and aspirations. We have a dedicated and passionate team of well qualified and highly skilled staff who provide outstanding teaching, and this is reflected by our excellent GCSE and A-Level results which remain significantly above national averages in all headline measures year on year. This was further validated by Ofsted in both 2015 and 2010 when we achieved Ofsted Outstanding gradings, an endorsement of everything we do at Claremont.

Alongside our reputation for academic excellence, we also pride ourselves on our outstanding pastoral care, providing a very positive environment in which students thrive. As each new student joins us, we take the time to build a genuine partnership between family and school. You can be sure that your child will be nurtured and enriched in a supportive and challenging academic environment.

Our team is diverse with a healthy mix of youth and experience, with relationships between staff, students, and with parents, extremely positive and caring. Key to this are our core values of respect for ourselves, our peers and our community, whilst aspiring to achieve the best we can in our relationships and our interests.

We are committed to ensuring that the talents of all students are recognised and encouraged. Students benefit from first-class facilities and an exciting range of extra-curricular activities which develop confidence and skills for lifelong learning beyond the classroom.



N. Hyde-Boughey
Executive Headteacher

Chrysalis Multi Academy Trust

A Multi Academy Trust (MAT) are institutions who see the benefit of working together with other schools in a more formal arrangement. All academies within a MAT are governed by one trust and a single board of Directors. This is the organisation that runs a number of academies under a single charitable company. The board of Directors is responsible for decisions relating to how each academy is run, however, each individual academy retains its own governing body and the Trust delegates some of its functions to the governing body.



Background on our CMAT:

Chrysalis Multi Academy Trust (CMAT) was founded in 2017. It is a MAT for local schools and we have exceptionally high ambitions for anyone and everyone we work with. Currently, we have joined with Sudbury Primary School.

CMAT 'Our Shared Vision':

High quality education is the heart of everything we do at CMAT. This is because we know that an outstanding education unlocks the potential of all learners and provides them with a wealth of opportunities regardless of their backgrounds or their individual starting points. We believe that every young person, regardless of where they came from, or their ability or personal needs is deserving of a world class education experience at CMAT. By ensuring that every young person is given this opportunity we can enable them to achieve their full potential and to prepare them to be successful in adult life and in an ever-changing world.

Quality education is the hallmark of a forward thinking and highly cohesive society.

Excellence: appointing the best staff who are innovative, skilled and whose enthusiasm for facing the challenges of education in the 21st century is unparalleled, and to continue to provide opportunities for continuous professional development for all our staff.

Responsibility: provide a safe and secure environment where individual learners thrive as confident, independent citizens, who are accountable and reflective about their actions and decisions.

Respect: fostering genuine community cohesion and a set of traditional values based on discipline, respect and compassion, where we value the unique contributions of parents and carers and the wider community.

Aspiration: providing a broad, balanced and challenging curriculum through innovative and quality teaching, strengthened by our exciting and all-inclusive approach enabling us to be at the forefront of educational development.

Perseverance: providing challenging and rigorous standards of academic achievement, enabling pupils to make choices for future learning based on a range of academic and applied skills.

At CMAT we ensure that all of our learners know and understand the values that they bring to their success and the added value that is brought by others. In this way we strive to create a learning community that is built upon the foundations of fairness, cohesiveness, challenge and resilience, productivity and innovation.

We expect learners of CMAT to be confident to compete with their local, national and international peers.

Underpinning our vision and mission statement are our core values which have been defined by all of our staff and governors and which capture the values of all of our schools: Excellence, Responsibility, Respect, Aspiration and Perseverance. These expectations underpin everything we do and we are very excited to work with our partners who share this ethos.

Six key principles of the CMAT:

Equity: Total commitment to working together to improve the life chances of all learners through high expectations of the performance for all

Learning: High quality teaching and learning for all key stages

Leadership: Rigorous leadership that has an impact at all levels

Curriculum: Positive growth mindset so that we are consistently developing, achieving strength through challenge, and creating opportunities for all

Professional Development: High quality training and professional development for staff and governors

Communication: Positive professional relationships between all staff and all stakeholders.



CMAT SCHOOLS



Our primary school

Sudbury Primary School



Our Vision at Sudbury Primary School; *'Working together in harmony to develop confident, well-educated learners with healthy minds and bodies, who are independent, resilient, motivated and committed to lifelong learning,'* reflects our aspiration for our pupils to work together and be the best that they can be, this applies to every pupil who attends our school.

The school values: Respect, Responsibility, Honesty, Kindness & Courage are celebrated and upheld across the school so that pupils of all ages enjoy learning and developing the skills they need to achieve even more success through their transition to high school.



Our modern, world-class learning environment is exceptional, this enables the school to provide an outstanding Music and Computing Suite, an exclusive Drama Studio, a well-resourced Library, and a Nature Garden to name just a few.

Teaching and learning at Sudbury is outstanding, and this is something that we are very proud of. It is this that makes such a difference to the engagement and success of all our learners and ensures that we can provide a first-class education for all.



Whole School Vision

Working together in harmony to develop confident, well-educated learners with healthy minds and bodies, who are independent, resilient, motivated and committed to lifelong learning.



What we offer...

Thank you for your interest in working for Claremont High school Academy and considering us as your potential new employer.

Claremont High school Academy is a values driven organisation and our values are at the heart of everything we do - **Excellence, Respect, Aspiration, Enjoyment and Perseverance.**

We focus on recruiting people who are aligned to our core values as we know that this is the foundation of success for our academies and our students.

Our staff really matter to us; our expectations are high and we expect staff to support our vision and live by our core values and behaviours, but in return we believe in personal and professional development and a culture where staff are recognised and valued for their commitment and dedication. There are many career opportunities for new and existing staff who demonstrate inspiration and dedication to shaping future generations.

If you are looking for a meaningful and rewarding role and would like to make a difference, we look forward to hearing from you.

What can we offer:

At Claremont we offer;

- Competitive salary
- CPD for all staff
- A supportive Senior Leadership Team who consider staff well-being
- A supportive Trainee and NQT program
- A friendly working environment
- Occupation Health
- Free access to a confidential 24/7 Employee Assistance Programme (EAP) provided through CEFM
- Great employer pension scheme (Teachers Pension Scheme and Local Government Pension Scheme)
- Union recognition
- The opportunity to develop your career within and across the Trust Schools

We strongly encourage suitably qualified applicants from all backgrounds to apply to join us to help us meet our aspirations of being a fully inclusive workplace where diversity is celebrated.

Claremont High school Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment.



**11-18 Mixed, Multi-ethnic, Outstanding Academy
1250 on roll (+ 350 in Sixth Form)
One of Brent's most over-subscribed schools**

SCHOOL MENTAL HEALTH AND WELFARE PRACTITIONER
Responsible to: Senior Management Team in charge of Safeguarding/Pastoral
Salary Scale SO1 Point 23 - £30,151 per annum
Fixed Term Contract for One Year initially - Term Time
(Part-time or Full-Time)

We wish to appoint a highly motivated, committed School Mental Health and Welfare Practitioner to join our Safeguarding/Pastoral team. This is an exciting opportunity and the successful applicant will play a key role in supporting the whole school in this important area of the school.

The successful applicant will work to promote positive mental health amongst our students. You will develop excellent relationships with our staff, working closely with Medical Welfare, Safeguarding Team, Pastoral and Pupil Support and Learning Support. You will develop excellent relationships with relevant external agencies and communicate with them when appropriate.

In this post, you will be dealing with a variety of people at all levels, so you must be an effective communicator, ensure confidentiality, and have strong interpersonal skills and a willingness to work as part of a team.

To apply please refer to the job description on the school's website www.claremont-high.org.uk

1. Complete the school's application form.
2. Submit a written personal statement (not more than 2 sides of A4) detailing how your experience, qualifications and skills meet the requirements of this role.

**PLEASE SEND APPLICATIONS BY EMAIL FAO:-
Daxa Panchal (PA to Executive Headteacher)**

Email: recruitment@claremont-high.org.uk / admin@claremont-high.org.uk

Closing Date: 10th January 2023 by 12pm

Note: The job you are applying for is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) which requires you to disclose all spent convictions and cautions except those which are 'protected' under Police Act 1997 - Part V and the amendments to the Exceptions Order 1975 (2013 & 2020) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account.

If you are invited to interview you will be required to complete a "Disclosure of Criminal Record" form and bring the completed form to interview.

Chrysalis Multi Academy Trust is an Equal Opportunities Employer.

We are committed to safer recruitment practice and pre-employment checks, including publicly available online checks in accordance with KCSIE guidance, will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our schools' community.

We reserve the right to appoint a suitable candidate prior to the deadline.

SCHOOL MENTAL HEALTH AND WELFARE PRACTITIONER

JOB DESCRIPTION

Claremont High School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Accountable to:	Senior Management Team in charge of Safeguarding/Pastoral
Purpose of the post:	Working to support our students to achieve positive mental health and to care for students who are struggling with their mental health.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which the post holder will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Key Responsibilities

Working to support our students to achieve positive mental health. As our School Mental Health and Welfare Practitioner you will provide clinical expertise, assessment and interventions to pupils and their families, actively supporting the Safeguarding Team and Pastoral Team in responding and supporting pupils struggling with poor mental health and wellbeing. This would require assessment, planning and implementation of mental health support and care to individual students, groups of students whilst liaising with their parents/carers and professionals where needed.

You will provide short term, targeted support for a number of students and their families and implement strategies to support those students in need. You will develop excellent relationships with our staff, working closely with Medical Welfare, Safeguarding Team, Pastoral and Pupil Support and Learning Support. You will develop excellent relationships with relevant external agencies and communicate with them when appropriate.

JOB PURPOSE:

- To support with emotional and mental health well-being across the school and provide clinical expertise, assessment and interventions to staff, pupils and their families.
- To support the school aims, vision and ethos, contribute specialist mental health knowledge and have a working understanding and knowledge of the safeguarding policies and procedures.
- In collaboration with the Leadership Team, the post holder will contribute to the development of policy and protocols in the light of national / local guidance. This process will encompass audit and service evaluation.
- To support with first aid and medical welfare as needed.

DUTIES AND RESPONSIBILITIES:

1. To contribute to establishing the Well-Being Liaison Service, focussing on the prevention of the development of mental illness and promoting good emotional well-being across the school population.
2. To develop the knowledge & skills in mental health promotion through consultation, liaison, training and joint working with Pastoral, Pupil Support, Learning Support, Safeguarding and First Aid teams as well as staff, parents and students.
3. To promote collaborative multi agency working practices by providing information and expertise to partners in social care and Child and Adolescent Mental Health Services.
4. To facilitate and support parents/carers, children and young people to engage in appropriate local services.
5. To promote the mental and emotional health of pupils and their parent/carers, offering mental health assessment, group and individual interventions as required.
6. To ensure that children with complex mental health presentations are referred and then access specialist services appropriately such as CAMHS or West.
7. To assist and plan reasonable adjustments for children and young people suffering from poor mental health to allow to them to engage in learning within school.
8. To support and strengthen provision in relation to early identification and intervention for children and young people with poor emotional well-being and mental health and contribute to the development and implementation of plans and initiatives.
9. Contribute to communication between Claremont High School Academy, Children's Social Care, providers and Child and Adolescent Mental Health Services.
10. Providing liaison and consultation to educational staff and in so doing assisting professionals to triage & assess appropriate packages of care to meet the mental health needs of children, young people and their families.
11. To participate in multidisciplinary meetings.
12. Where appropriate, to work jointly with educational colleagues in the provision of individual and group-based programmes to offer emotional and mental health expertise including consultation, attendance at leadership meetings, support to exclusion panels and working closely with DSL's, SENCO and attendance/pastoral officers.
13. In collaboration with a member (s) of the leadership team, the post holder will contribute to the development, evaluation and monitoring of the mental health and well-being service.
14. To be available to support the administration of first aid in accordance with School Policy.
15. To support the Medical Welfare Lead to administer medication as prescribed or directed by parents and in line with the School Policy of the management of medicines.

16. To support the Medical Welfare Lead with the maintenance of all medical equipment and medical stock supplies and security of pupil's medication.
17. To ensure that the immediate needs of pupils are met; this will include taking decisions relating to pupils being sent home as a consequence of illness and ensuring sick or injured pupils are transported to home or hospital if necessary.
18. To liaise with parents/relevant school staff when necessary to arrange for the collection of sick pupils or discharge to hospital
19. To complete Accident Reports, Risk Assessments and the Accident Book as necessary.
20. Co-ordinating the drawing up of individual care plans for students with mental health concerns.
21. Liaise with the designated Local Authority School Nurse Service and Year Teams with regards to medical problems with pupils.
22. Promote positive mental health and wellbeing displays, assemblies or communication with stakeholders.
23. To assist in the maintenance of medical records on behalf of the School.
24. To be responsible for informing relevant staff of the medical conditions of pupils with mental health concerns.
25. Support the delivery of mental health and wellbeing related programmes within the curriculum.
26. To contribute to the identification of training needs of staff / workers within the education provision and subsequently developing and providing child, adolescent and young adult emotional, mental and well-being information and training programmes for staff.
27. To have a responsibility for promoting and safeguarding the welfare of children and young people you are responsible for or come into contact with.
28. To ensure all tasks are carried out with due regard to Health and Safety.
29. To undertake appropriate professional development including adhering to the principle of performance management.
30. To adhere to the ethos of the school.
31. To promote the agreed vision and aims of the school.
32. To set an example of personal integrity and professionalism.
33. Attendance at appropriate staff meetings and parents' evenings.
34. Any other duties as commensurate within the grade in order to ensure the smooth running of the school.

General Admin

- To maintain accurate records of parental, pupil and agency communication.
- To act as First Aider.

Any other duties as directed by the Headteacher which are commensurate with grade and title of post.

PERSON SPECIFICATION

	Essential	Desirable
Knowledge and Experience	<p>Ability to prioritise workload and respond to changing demands</p> <p>Experience of providing excellent customer service</p>	Experience of working within a busy office or school environment
Skills, Knowledge and Abilities	<p>Exceptionally organised with strong time management skills</p> <p>Capacity to work under pressure and to meet deadlines and effectively organise priorities</p> <p>Meticulous attention to detail and high level of accuracy when inputting and reporting data</p> <p>Proactive, solution orientated with ability to motivate and inspire.</p> <p>Demonstrate Initiative</p>	
Qualifications and Training	<p>Excellent working knowledge of Microsoft systems and can use these to keep accurate and up to date records</p> <p>Willing to learn how to use other school-based systems</p>	
Personal attributes	<p>Highest possible professional standards, including demeanour, appearance, attendance and punctuality</p> <p>Strong, concise and accurate verbal and written communication skills</p> <p>Ability to work independently to achieve outcomes, whilst forming good working relationships with the teams involved in student pastoral care and wellbeing.</p>	