



Dinnington High School
SEMH Inclusion Base Practitioner

Behaviour & Learning Support

Post Title: SEMH Inclusion Base Practitioner

Behaviour & Learning Support

“Connect before correct”

Our Segrave SEMH Inclusion Base takes a different approach to engaging students in learning and investing in their futures. We provide a bespoke approach to meeting the needs of students who have faced a range of challenges. Segrave is part of our inclusion offer at Dinnington High.

The postholder will work alongside the Head and Deputy Head of Alternative Provision to plan, implement and deliver an enriched curriculum to support students in the SEMH Inclusion Resource Base. The curriculum covers academic learning as well as social, emotional and behaviour learning.

Through the week, the post-holder will provide tuition, support, interventions, supervision to a group of students who have struggled in mainstream lessons.

The Segrave team is a close knit team of experienced individuals who are trained to work with our students who face significant issues, frequently who have adverse childhood experiences that have a lasting impact on their ability to engage with school and learning. Through the base we aim to work with them and gradually re-engage them into mainstream lessons wherever possible.

Students have a range of lessons with teachers from the main school supported by Segrave staff. They also undertake a range of other learning activities led by Segrave staff including Prince's Trust work, DJing lessons, cooking, and a range of bespoke therapies and activities.

Hours: 32.5 hours per week, term time only plus three days.

Salary: Band E/F (F available for more experienced applicants)

Start Date: September 2021

Job Description

Main Duties

- Develop positive relationships and connections with students who for a variety of SEMH/learning needs have struggled in mainstream education.
- Assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care Programmes
- Create change and bring enthusiasm to assist students in day-to-day learning and routines
- Supervise and provide particular support for students, including those with special needs, ensuring their safety and access to learning activities
- Promote the inclusion and acceptance of all students
- Encourage students to interact with others positively and engage in activities led by the teachers
- Set challenging and demanding expectations and promote self-esteem and independence
- Promote good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour
- Engage with learners on a one to one basis
- Work with small groups of learners creating a positive a learning environment
- Support learners who are under performing in their subjects and assist with implementing strategies to benefit the learners in self-esteem and confidence while also addressing their learning needs
- Undertake structured and agreed learning activities/teaching programmes adjusting activities according to pupil response
- Prepare, maintain and use equipment/resources required to meet lesson plans/relevant learning activity and assist students in their use
- Provide feedback to pupils/parents/carers in relation to behaviour, progress and achievement
- Provide high quality pastoral care, support and guidance for students by identifying and removing barriers to learning and promoting health and wellbeing to secure positive progression routes
- Work with colleagues from the Engage Team (SEND) to gain evidence to support EHCP applications and to provide identified support.
- Support the Head and Deputy Head of Engage in fulfilling leadership tasks within Segrave and support/lead the Segrave Support Assistant when required.
- Attend and participate in relevant meetings/home visits as required
- Help support careers and educational trips and visits.
- Liaise with staff, parents/carers and multi-agencies to ensure that students develop emotional, social and physical resilience to engage successfully with learning.

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
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Additional Duties

- To play a full part in the life of the school community, to support its aims and objectives and to encourage staff and students to follow by your example, acting as a positive and professional role model.
- To actively identify and manage professional development commensurate with the role.
- To promote and safeguard the welfare of children and young people you are responsible for and come into contact with.
- To engage actively in the performance review process.
- To undertake some senior duties across the whole-school when required.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from the leadership team to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the academy and the professional development of the staff.

Person Specification

	Criteria	How assessed*
Qualification/ Training	NQF Level 2/3 qualification in supporting teaching and learning ESSENTIAL OR	A/I/C
	Evidence of the equivalent level of knowledge gained through work experience ESSENTIAL	
	First aid training DESIRABLE	A/C
	Able to, or be prepared to learn, to drive a minibus ESSENTIAL	A/I
	Trained in a therapeutic provision and/or learning provision, e.g Thrive, Theraplay, Lexonik, Accelerated Reader DESIRABLE (training will be provided if successful candidate does not have relevant training)	A/I/R
	Trained in Team Teach DESIRABLE (training will be provided if successful candidate does not have relevant training)	
Knowledge & Experience	To be able to maintain a patient and tolerant outlook ESSENTIAL	A/I
	To be able to build strong relationships with parents and students ESSENTIAL	A/I
	To be able to liaise with other colleagues and external services ESSENTIAL	A/I
	To have good communication skills to be able to liaise with colleagues ESSENTIAL	A/I
	To be able to build strong relationships with students ESSENTIAL	A/I
	Strong organisational skills ESSENTIAL	A/I
	An enthusiastic attitude ESSENTIAL	A/I
Skills & Abilities	Communicates effectively on a 1:1 basis about straightforward and detailed issues with a range of people ESSENTIAL	A/I/R
	Deals confidently with different points of view in conversations ESSENTIAL	A/I
	Contributes clearly and effectively to discussion with others ESSENTIAL	A/I
	Persuades others to own point of view on routine issues ESSENTIAL	A/I
	Produces detailed written information to communicate information, ideas and opinions ESSENTIAL	A/I/R
	Use initiative and organises own daily workload ESSENTIAL	A/I/R
	Respond independently to unexpected problems and situations ESSENTIAL	A/I/R

	Gathers enough relevant information to understand specific problems, issues and events ESSENTIAL	A/I
	Uses factual information to identify problems and draw logical conclusions ESSENTIAL	A/I
	Makes own judgement about situations and plans ahead ESSENTIAL	A/I/R
Personal Attributes	Able to work flexibly, including any service specific hours ESSENTIAL	A/I/R
	Able to travel to various locations throughout the Borough within a reasonable timescale ESSENTIAL	A/I
	No serious health problem which is likely to impact upon job performance (that cannot be accommodated by reasonable adjustments) ESSENTIAL	A/I
	Good attendance record in current/previous employment (not including absences resulting from disability) ESSENTIAL	A/I/R

* A – Application form; R – Reference; I – Interview; C – Certificates

Dinnington High School's mission is to help all students to "Achieve Excellence" via quality first teaching, responsive pastoral care and decisive leadership.

We welcome contact to discuss this post, as well as visits to our school.

Completed applications should be returned either by post to: Dinnington High School, Doe Quarry Lane, Dinnington, Sheffield, S25 2NZ or by email to recruitment@dinningtonhigh.co.uk

The Learner Engagement and Achievement Partnership is committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This post involves working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the disclosure of criminal records can be found at <https://www.gov.uk/disclosure-barring-service-check>.

We undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may face.

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