

Job Description



SEMH LSA Interventions

School:	Colchester Academy
Reports to:	SENDCO/Deputy SENDCO
Salary/Grade:	Scale 5 Point 8-11
Hours/Weeks	32.5 hours per week, 38 weeks
Job Purpose:	Working with small groups of SEMH students withdrawn from lessons and the provision of support to SEMH students in lessons.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES:

- **Intervention Planning and Delivery:** Be responsible for the planning, delivery, monitoring, and evaluation of evidence-based interventions for classes, groups, or individuals. This includes leading interventions and supporting students within Inclusion.
- Plan and deliver engaging, SEMH, academic curriculum-linked outdoor and alternative learning experiences that use practical, creative activities to support and re-engage students of all abilities.
- Plan, deliver and review SEMH, Pastoral and academic interventions
- Work alongside the Inclusion team to support, guide and supervise students with a range of behaviours.
- Foster positive relationships and provide personalised support to help students develop confidence, resilience, and social-emotional skills through engaging interventions, outdoor and vocational learning experiences.
- Ensure the safety and wellbeing of all students by following safeguarding procedures, conducting risk assessments, and maintaining safe equipment and learning environments.

Duties

- Plan and deliver high-quality outdoor and alternative learning sessions and programmes tailored to individual and group needs.
- Provide curriculum-linked outdoor learning opportunities that support key subjects such as science, geography, PE, geography and personal development.
- Lead practical, experiential activities such as team-building, environmental projects, horticulture, outdoor crafts, and other activities based on student interest and leader skills and experience.
- Support students who may struggle with traditional learning environments by offering flexible, creative approaches.
- Build positive relationships with students, particularly those at risk of exclusion or disengagement.

Job Description



- Promote social, emotional, and behavioural development through structured intervention and mentoring.
- Work with key staff to create personalised learning plans that reflect students' strengths, interests, and goals.
- Encourage self-regulation, resilience, and confidence through mentoring and coaching in a range of contexts.
- Complete and maintain thorough risk assessments for all sessions and outdoor areas.
- Ensure the safety and wellbeing of students at all times, following school safeguarding and health and safety procedures.
- Maintain equipment and resources for outdoor and practical learning activities. For Collaboration and Professional Development
- Work alongside teaching and Inclusion staff to integrate outdoor and alternative provision into the wider curriculum and inclusion strategy.
- Liaise with parents, carers, and external agencies to support student progress and wellbeing.
- Contribute to the development of new projects, partnerships, and community-based learning opportunities.
- Participate in relevant training, CPD, and supervision to enhance professional practice.
- Develop and deliver the '6 Core Strengths' curriculum
- Practical skills a must

Additional responsibilities

As a member of staff working in a school setting to have a duty to help keep young people safe and to protect them from sexual, physical and emotional harm and to take reasonable steps to ensure the safety and well-being of staff.

To undertake duties as a member of staff in a school that works in partnership with other organisations, to contribute to the development and sharing of good practice into partnerships with other schools and relevant bodies. This may include undertaking duties and work in other schools and at other locations.

To carry out such other duties which may be required from time to time, within the grading of the post.

Professional Behaviour

- To be professional, friendly and respectful towards all colleagues, and to address any concerns through proper channels.
- To be professional, friendly, fair and firm with students, demonstrating the sort of politeness and respectfulness that we wish them to emulate.
- To be friendly, helpful and welcoming to parents/carers and others visiting or making contact with the Trust.

Job Description

- To provide a good role model for students and staff.
- To support and uphold the aims, values and ethos of the Trust.
- To maintain an appropriate and professional distance with students in more informal situations.
- To celebrate and praise the achievements of staff and students.
- To deal with everyone in the Trust community in a manner which conveys mutual respect.
- Not to behave towards anyone in the Trust community in a manner which is aggressive, intimidating or demeaning in any way.
- Be smartly and professionally dressed.

Miscellaneous

- To continue personal development as agreed at performance review meetings.
- To engage actively in the performance review process.
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To comply with the Trust's Health & Safety policy and undertake risk assessments as appropriate.
- To comply with safeguarding policies at all times.
- To show a record of excellent attendance and punctuality.
- The duties of this post could vary from time to time as a result of new legislation, changes in technology or policy changes. Appropriate training will be given to enable the post holder to undertake this new/varied work.

Penrose Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

This job description sets out the key outcomes required. It does not specify in detail the activities required to achieve these outcomes. As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed or to incorporate any proposed changes. This procedure will be conducted by the line manager in consultation with the post holder. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.