

# CRISPIN

ASPIRATION • COMPASSION • EXCELLENCE

## Senior Inclusion Support Assistant (SEMH Lead)

### INFORMATION FOR CANDIDATES



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## LETTER FROM THE HEADTEACHER

Thank you for your interest in joining us at Crispin. We believe that Crispin is a great school to be a part of whether as a student or colleague. We are a friendly, inclusive, highly successful school of over 1000 students who make strong progress academically, but who also receive a great many wider opportunities to learn in the fullest sense of the word.

Crispin is a popular school with a strong reputation. We unashamedly have high expectations of all members of our community and we believe in challenging and supporting students to achieve their very best. Visitors regularly refer to our students and colleagues very positively. Relationships between staff and students are a strength of the school and colleagues are committed to providing every opportunity for students to have a broad experience and to be successful. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. There is a sharp focus on learning and students receive excellent support. At all times we seek to be a compassionate institution.

It is important to state that Crispin has a very strong safeguarding culture which we would expect potential colleagues to wholeheartedly support.

We have a wide-ranging curriculum and have recently expanded the opportunities for students. We offer two Languages, a range of Arts and Technology options and have recently introduced new examination courses in areas such as Business, Engineering, Health and Social Care and Sport. Students have the opportunity to study Philosophy and our popular course, Curriculum for Life. There are also a wide range of enrichment activities for students ranging from residential visits to school productions; sports to music; an enrichment week to work experience. We have a successful 'Employability' programme which provides important opportunities for students.

We are proud of our House system which is comprised of four Houses (Corvus, Falco, Sturnus and Tyto). This system allows for a wide range of opportunities for students from collaboration to competition, student leadership to support. All colleagues are members of one of the Houses.

We are fortunate to have a well-equipped site which includes extensive grounds, a range of curriculum area blocks and an astroturf pitch. We are also extremely fortunate to have opened a purpose-built Innovation Hub in November 2020. This has been the most substantial development of the site since the opening of Crispin.

This post is a really exciting one and would be a great opportunity for the right candidate. Other than the basic details in the person specification, we do not have a pre-existing idea of what the successful candidate's career to date will have been. We realise that prospective colleagues will have a range of skills and experience and we will fully support the successful candidate to develop professionally. We are passionate about providing a wide range of opportunities for all colleagues and this is often referred to favourably by colleagues.

Crispin joined the Wessex Learning Trust on 1 March 2023. We have been working closely with the Trust since 2022 and our membership offers a range of opportunities for the successful candidate.

Above all else you should be:

- A reflective and caring colleague.
- Always seeking to maximise the success and happiness of students.
- A colleague with the highest expectations of what all members of the school community are capable of.

Should you require any further information, would like to discuss the post with me or would like to visit Crispin before an application, do not hesitate to contact us by email:

[HeadsPA@crispinschool.co.uk](mailto:HeadsPA@crispinschool.co.uk)

To apply for this role simply click on the quick apply button on TES.com and complete the online application form. Your supporting statement / letter (of no more than two sides) should outline your skills and experience and how you meet the person specification.

After reading through the application information pack I hope you decide to apply for the post and I look forward to reading your application.



Paul Reddick  
Headteacher



## ADVERT

**Senior Inclusion Support Assistant - Social, Emotional and Mental Health (SEMH) Lead**  
**Permanent contract to start as soon as possible. 30 hours per week plus 1 hour bi-weekly team meeting. Currently Monday to Friday 08:30-15:10 less 40 minutes break. Term time only (38 weeks) plus two additional training days. Grade 13 salary range points 6 - 11, £25,183 - £27,269 pa full time equivalent, (hourly rate £13.05 -£14.13). Actual starting salary £17,503 depending on any previous experience. This post attracts membership to the Local Government Pension Scheme. In addition to your contribution to the pension scheme we also currently contribute 24.4% of your gross pay into the scheme.**

This is a fantastic opportunity to work as a Senior Inclusion Support Assistant (SEMH Lead) in a collaborative, supportive and happy school. You will be working with SEND students to help identify ways to raise their achievement. Supporting the needs of each individual will be the key to success. Are you driven by the desire to ensure students progress as well as possible? If so then we would love to hear from you.

Crispin is a friendly, inclusive and highly successful school of over 1000 students. Students at Crispin achieve excellent examination results and the school has a strong reputation. We are committed to educating the whole child to ensure they enter adulthood as happy, supported young people with a love for learning. We are looking for a committed and inspirational Teaching Assistant to join our highly successful team. We would be delighted for you to visit Crispin or for you to have the opportunity to discuss the post prior to an application.

If you wish to do either, please contact the Headteacher's PA by email at: [headspa@crispinschool.co.uk](mailto:headspa@crispinschool.co.uk).

**Closing date for this post: 10:00 Thursday 12 December 2024. Interviews will be held on Tuesday 17 December 2024.**

To apply for this role either complete the Support Staff Application Form in the Vacancies Section on our website or complete the online application form on TES.com. Your supporting statement / letter (of no more than two sides) should outline your skills and experience and how you meet the person specification.

Supported by the Partnership Board, our staff work hard to deliver a rich and challenging curriculum to prepare young people for the next stages of their education and careers.

It is an exciting time to join the Wessex family as we grow, we can offer:

- Professional induction, training and continued professional development opportunities.
- Extended Leadership and other opportunities to develop your career.
- Excellent collaboration across Trust Schools, extensive learning communities and specialist subject leads, to enhance the learning of our young people and enhance your development.
- Staff benefits including reduced leisure centre membership and cycle to work scheme.
- A staff assistance programme with a specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family.

The Wessex Learning Trust is committed to safeguarding young people and promoting the welfare of children, and all staff appointed will undergo online checks and be required to undertake an enhanced Disclosure and Barring Service Check. This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement of the role.

# WESSEX LEARNING TRUST

At The Wessex Learning Trust, our family of academies here in the South-West of England strive to offer a world class, Twenty First Century education for all young people between the ages of 2 and 19, by providing outstanding learning opportunities and creating centres of educational excellence that meet the needs of all children.

We are passionate about providing the very best education for all the children in our Academies. Our ambition is that every student is helped to achieve their full potential so that they can make a positive contribution to our society and realise their lifetime ambitions.

Each individual Academy in the Wessex Learning Trust is encouraged to maintain its own distinctive ethos, be at the centre of their community and raise aspirations and achievement. This is achieved in two ways: firstly, through excellent teaching to inspire curiosity, unlock talents and realise potential; and secondly, by ensuring high quality care, guidance and support that ensures the personal development and welfare of each child.

By working together, we believe we can harness the talents of all our staff, share good practice between all our academies, and share resources that enable us to concentrate on delivering excellence in education.

*Our staff are the best around, and give their all to promoting a fulfilling and engaging curriculum. Across the Trust everyone plays to their strengths, and is supported so as they work their best - and thus help our students work their best too.*

## Our Benefits:

- Professional induction, training and continued professional development opportunities
- Staff benefits including reduced leisure centre membership and cycle to work scheme
- A staff assistance programme with specialist provider, CareFirst who provide a 24/7 free phone helpline, or face-to-face counselling for every employee in the Wessex family
- Exciting opportunities as part of a growing multi-academy Trust
- Eligible for Local Government Pension Scheme
- Collaborative working across the Trust



## SENIOR INCLUSION SUPPORT ASSISTANT

The role of Senior Inclusion Support Assistant (SEMH Lead) is a varied one, working within whole class environments, small groups and 1:1. You will be responsible for collaborative working with class teachers, children, parents and other Inclusion Support to ensure that the classroom, school environment, the intervention space and teaching is accessible to all students and working closely with students in the classroom setting to facilitate access to the learning.

The role will be working with students with additional educational needs to help support ways to raise their achievement taking a child-centred individualised approach. You will meet regularly with the SENDCo and SEND team to discuss strategies and interventions.

What the school can offer:

- The opportunity to work with excellent and committed colleagues
- Inclusive working environment
- Professional development
- Friendly and passionate atmosphere
- The opportunity to make a difference with an identified group of students
- Consistent CPD
- Access to the Graduate Teacher Training Programme via the Mid-Somerset Consortium
- Diverse working practice in a fast-paced environment



## JOB DESCRIPTION

<b>Post Title:</b>	Senior Inclusion Support Assistant – SEMH Lead
<b>Purpose:</b>	Senior Inclusion Support Assistant with particular responsibility for leading, planning, and delivering interventions and strategies to support students with Social, Emotional and Mental Health (SEMH) needs.
<b>Reporting to:</b>	Special Educational Needs and Disabilities Coordinator (SENDCo)
<b>Liaising with:</b>	Members of the Learning Support Department, Headteacher, Deputy Headteacher, Assistant Headteachers, Heads of House, Inclusion Support Team, relevant non-teaching support staff, parents and partner agencies.
<b>Working Time:</b>	08:30 - 15:10
<b>Salary/Grade:</b>	Grade 13
<b>Disclosure level:</b>	Enhanced
<b>Main (Core) Duties:</b>	

### Relationships

The post holder:

- Is responsible to the SENDCo in respect of their overall duties.
- Interacts on a professional level with other colleagues and seeks to establish and maintain productive relationships with them in order to support the identified group of students.
- Communicates effectively with parents/carers and other agency staff to support students' learning and personal development.

### Purpose of the position

- To lead, plan, and deliver interventions and strategies to support students with Social, Emotional and Mental Health (SEMH) needs, fostering a supportive and inclusive environment that enables all students to access learning and achieve their potential. The Senior Inclusion Support Assistant (SEMH Lead) will provide direct support to students, collaborate with teaching staff and outside agencies, and guide other support staff in implementing effective SEMH practices and applications.
- To assist the school in the development and implementation of a programme of work and in the provision of a stable, caring and supportive learning environment which enables students to achieve their full learning potential and facilitates their social and moral development.
- There is a requirement to work with students, either individually or in groups, who have attracted Higher Needs funding. This will include students across the ability range.

### Core Responsibilities

- Develop and deliver tailored interventions for students with SEMH needs, including emotional regulation, social skills, and resilience-building activities.
- Provide 1:1 and group support to help students manage their emotions and behaviour, ensuring a positive impact on their learning outcomes.
- Act as a key worker for identified students, offering a consistent and trusted point of contact.
- Promote inclusion and assist students in engaging with the wider school curriculum and community.
- Keep accurate records to student progress in SEMH
- Report on SEMH school data and student outcomes
- Supporting and directing tasks, clarifying and explaining instructions.



## JOB DESCRIPTION

- Undertaking learning activities with students of varying abilities to ensure differentiation and access to the curriculum
- Seeking to ensure the promotion and reinforcement of students' self-esteem, appropriate levels of effort and behaviour and to guide students to become independent learners.
- Contacting and meeting parents / carers to support the learning in school.
- Contributing to and assisting in the development and monitoring of systems for review and recording of student progress including responsibility for key worker students.
- Planning and/ or assisting in the preparation for educational visits, and where appropriate accompany students.
- Attending and contributing to school staff meetings and in-service training events, within contracted hours or outside normal hours by agreement.
- Assisting in the supervision of Public Examinations and other tests and assessments as directed.
- Assisting in the development and implementation of Personalised Learning Plans
- Analyse data to identify students' areas for improvement and intervention.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are required to be courteous to colleagues and students and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but, in consultation with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Please note the offer of employment is subject to DBS, medical, references and satisfactory completion of a six month probationary period.

## PERSON SPECIFICATION



Description	Method of Assessment
<p><b>Qualifications</b></p> <p><u>Essential</u></p> <ul style="list-style-type: none"> <li>• Good English, Mathematics, ICT and communication skills</li> </ul>	<p>Application form Certificates</p>
<p><b>Experience</b></p> <p><u>Essential</u></p> <ul style="list-style-type: none"> <li>• Good communication skills and the ability to work as part of a team</li> <li>• Ability to be reliable, resourceful and take the initiative</li> <li>• Ability to balance priorities and changing demands under pressure</li> <li>• Ability to work independently within agreed boundaries</li> </ul> <p><u>Desirable</u></p> <ul style="list-style-type: none"> <li>• Knowledge of working with secondary school aged students</li> <li>• Some experience of working with children and young people, particularly those with Social, Emotional and Mental Health needs</li> </ul>	<p>Application form Interview</p>

## PERSON SPECIFICATION CONTINUED

### Essential

- An understanding of the principles of inclusion
- Knowledge of issues that might present barriers to learning and social inclusion
- A commitment to promoting equal opportunities and meeting individual needs
- Awareness of confidentiality
- Competent personal skills in dealing with young people
- Commitment to helping every student achieve his / her potential
- Ability to work as part of a team.
- Able to manage time effectively.
- Ability to be flexible to the needs of the children.
- Calm manner and able to handle difficult situations
- Effective communication, interpersonal and organisational skills.
- Ability to use ICT to support students' learning.

Interview  
References

### **Crispin's Values and Ethos**

#### Essential

- Value the contribution that each individual brings to the school community
- Respect and value diversity and promote equality
- Promote and model mutual respect
- Commitment to the importance of coaching and restorative justice
- Commitment to inclusive education
- Commitment to safeguarding and promoting the welfare of children and young people

Interview

### **Personal Qualities**

#### Essential

- Empathy for children with special needs.
- Patience, empathy and compassion.
- Positive attitude to student development.
- A genuine interest in children and young people and a willingness to support and assist them towards independence.
- Good communication skills, flexibility, accuracy, ability to prioritise workload, strong organisational ability.
- Enthusiasm to support young people to develop intellectually and personally.
- A strong commitment to ongoing professional development.
- Resilience.
- Emotional intelligence.
- Ability to develop and maintain positive relationships with colleagues, staff, students, parents and carers.
- The ability to speak fluent English.

Interview  
References

#### Desirable

- Possess an excellent sense of humour

Crispin School, Church Road, Street, Somerset, BA16 0AD

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Headteacher: Paul Reddick BA (Hons), MA, MA Ed

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