

Senior  
SEMH  
Mentor

**Closing Date:**  
Tuesday 27<sup>th</sup> July 2021  
Early Applications encouraged



Application Pack



## Welcome

**As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.**

Our vision is to prepare every North Star Community Trust student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us.

Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of North Star Community Trust.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.

As a trust, we will foster a culture that respects diversity and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Trust.

*Marino Charalambous*  
Marino Charalambous  
Chief Executive Officer



**“ Our mission is to provide every child and young person with an enriching and inspiring educational experience ”**







## Our Schools, Our Community

**North Star Community Trust is an educational charity that manages a family of 5 academies in North London, educating some 2,600 pupils.**

**We are very proud of our families, pupils, students and staff. We hope you will consider becoming a part of our community.**



### **Cuckoo Hall Academy – Edmonton**

A four-form entry primary academy serving pupils from Nursery to Year 6.

“We aspire to provide a curriculum and learning experience that inspires pupils – we want every child to be engaged, inquisitive, and life-long learners. The Trust-wide curriculum principles will make sure this is our shared focus.”

**Ms N Ross | Headteacher | Cuckoo Hall Academy**



### **Kingfisher Hall Academy – Enfield**

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“Being part of North Star Community Trust is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We’re all committed to that.”

**Mr M Clifford | Headteacher | Kingfisher Hall Academy**



### **Enfield Heights Academy – Enfield**

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

“Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust.”

**Mrs J Bacon | Headteacher | Enfield Heights Academy**





## **Woodpecker Hall Academy – Edmonton**

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“We are a Trust that has a very strong community ethos. That is what binds the headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities.”

**Ms N Ross | Headteacher | Woodpecker Hall Academy**





## Heron Hall Academy – Ponders End

### Finalists for the Pearson ‘Secondary School of the Year’ award 2021

A new and growing secondary school, serving pupils from Years 7 through to 11.

“Many of our students come from the Trust’s primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people.”

**Mr A Barzey | Headteacher | Heron Hall Academy**

# North Star Community Trust

## Staff Benefits Summary

This is a taxable employee benefit; however, the cost is met by the Trust. Our Scheme provides cover for routine healthcare such as optician checkups, dental treatment, physiotherapy, acupuncture and specialist consultations. This cover includes a range of benefits designed to help support your overall health and wellbeing such as specialist scans. The North Star Wellbeing Scheme gives access to a virtual GP service, GP Anytime which is provided 24 /7, 365 days a year. In addition to tax-free cover for you, the North Star Wellbeing Scheme also covers your dependants up to the age of 18 years old. There is no extra cost to add child dependants. Our scheme also gives you the option of upgrading your level of cover or adding a partner at an additional cost.

### Dental

Covers items such as check-ups, braces, dentures, crowns, bridges, white fillings, veneers and teeth whitening. Also covers a practice's dental plan premiums.

### Optical

Cashback on eye tests, prescription glasses, sunglasses, laser eye surgery and contact lenses.

### Chiropody

Covers items such as gait analysis assessments and podiatry treatments.

### Prescriptions

Covers NHS prescriptions charges or the NHS cash equivalent for private prescription treatments.

### Health & Wellbeing

Covers 22 alternative therapies including allergy testing, cognitive behavioural therapy, counselling fees, hypnotherapy and sports massage.

### Health Screening

Cashback for a full health screen, or a Well Man, or Well Woman screen. This allowance is separate to the workplace screening programme we offer as a bolt-on.

### Combined Physiotherapy

Cashback for pain relieving and preventative treatments such as physiotherapy, chiropractic, osteopathy, acupuncture and homoeopathy.

### Specialist Consultation and MRI Scans

Provides cashback for specialist consultation charges, including X-rays and MRI scans, as well as PMI excess charges (excludes company paid PMI).

### Dental Accident

Cover for damaged teeth following a direct blow to the head. Members can claim for veneers, dentures and crowns.

### 24/7 Counselling and Support Helpline

24 hour telephone advice, guidance and support from trained counsellors, legal and medical professionals on a variety of lifestyle issues.



## Employee Assistance Programme

Provides up to 8 face to face counselling sessions and includes a Serious Illness and Accident Support service.

## Fitness and Exercise

Access to offers and discounts on a wide range of fitness clubs and gyms via Health Shield's reward website PERKS.

## Online Health Assessment and Personal Coaching

Instant access to online health assessments and personal coaching tools including videos, factsheets and questionnaires.

## GP Anytime including Private Prescriptions

GP consultation service via phone or webcam, where a GP can also prescribe a private prescription to be delivered to a member's home or workplace.

## PERKS

Members have access to Health Shield PERKS, a website with a large range of discounted retail products and services, offers on travel, cash back on purchases and much more. Discounts for the brands you love, all year round. Unlike voucher and flash sale sites, you'll always get great deals from brands like Apple, M&S, Virgin Media, GAP & more!

## Advice Services

Our Employee Assistance Programme offers free and confidential advice which is available 24hrs, 7 days a week to you and your immediate family. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. The service covers, but is not limited to, Family Issues, Financial Information, Legal Information, Stress & Anxiety and Bereavement.

## Pension Schemes

Pension scheme (Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers) - both schemes include 3 x salary life assurance cover whilst you remain in service. You don't pay tax or national insurance on your contributions and North Star Community Trust adds a generous employer contribution. All staff are entitled to opt-out of the pension scheme should they wish to do so.

## Holiday Entitlement

Our support staff on 52 weeks a year contracts benefit from a holiday allowance of a minimum of 24 days. This entitlement is in addition to any Bank or Public holidays. Teaching staff and term time only support staff receive the standard school holiday allowance.

## Training and Development

North Star Community Trust believes in training and developing people to achieve their potential. Whatever your aspirations, our training provision offers a range of courses and qualifications. These courses include a suite of National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL) and apprenticeship opportunities (in disciplines including IT, HR, Business Administration). North Star Community Trust have formed a partnership with The Skills Network, one of the most successful providers of online learning. As part of the partnership several FREE courses are available including: Childcare, education, enhancing skills, digital and wellbeing.

Continued professional development and opportunities across the Trust, including Masters Degrees through our partnership with Warwick University.

## Affordable Accommodation

Access to affordable North Star key worker accommodation from £550 per month all inclusive of rent, utilities, internet access and maintenance.









## Stronger Together

We look forward to receiving your application,  
and hopefully be part of our wonderful team at  
North Star Community Trust.





## Job Description

Job Title	<b>Senior Social, Emotion and Mental Health Mentor (Secondary)</b>
Reports to	Headteacher and Assistant Head for Behaviour
Location	Heron Hall Academy
Hours	Full Time 35 hours, 39 weeks
Contract Type	Permanent
Salary	£22,715.04 per annum

A fantastic opportunity has arisen for an ambitious and ideas driven Senior SEMH Mentor to work in our Secondary school.

Duties include supporting the development of a school wide provision that will remove barriers to students with social, emotional and mental health and maximise pupil participation and progress by delivering a whole school restorative approach to conflict through an understanding of child development and the impact traumatic experiences and disordered attachment have on students and their behaviours.

The responsibilities will include supporting the development of the discreet Student Support Centre, the Reflection Room and working alongside teachers and students both inside and outside of mainstream classrooms. You will be expected to work closely with the SENDCO and AHT for Behaviour for Learning in supporting continuity of expectations in behaviour and learning throughout the school.

The academy is committed to your professional development. You will have ongoing support from the senior leadership team and will attend appropriate training and development opportunities. You will be given support, time and space to grow as a leader and improve the provision across the school. You will have the support of a dedicated senior leadership team to ensure you are able to focus on delivering outstanding teaching and learning.

Our goal is to provide outstanding education and life changing opportunities for all our children. We want to be recognised for academic excellence and having a reputation for giving pupils the critical skills and knowledge necessary to be successful in education, employment and life.

## Duties and Responsibilities

- To support the development of a discreet inclusion unit.
- To work alongside teaching staff and/or other support staff in planning and
- Implementing individual learning plans and making reasonable adjustments to promote academic achievement for students with SEMH
- To work with individual students & groups both within and outside the classroom
- To plan and draw up approaches that could be used to support individual and groups of students both within and outside the classroom setting
- Help students and teachers to manage and resolve conflict by using and teaching them a variety of strategies.
- To coach, train and support identified school staff, by modelling approaches within mainstream classrooms to support students with identified SEMH, with a view to staff feeling confident and able to use the approaches following the withdrawal of the Mentor
- To support the development and delivery of whole school systems that use restorative approaches to conflict and/or trauma informed approaches to behaviour management
- To observe and monitor student progress, adapting an agreed approach to meet particular needs, recording and maintaining records of students' development and progress.
- To contribute to the assessment of student progress and to produce written reports outlining pupil progress.
- Work effectively and collaboratively with teachers, support staff and external support as required to ensure effective support provision for all students.
- Deliver training within HHA to Teaching Assistants when required.
- Support the creation of a directory of resources, activities, organizations and support services which can be drawn upon by staff/parents to support children identified.
- Undertake a range of administrative duties relevant to the post.
- Participate as required in relevant training.
- Any other duties relevant to the work of the post holder as requested by the Senior Leadership Team.

## **Skills and Experience**

- Degree standard of education desirable
- Knowledge or desire to learn about whole school systems that use restorative approaches to conflict
- Some understanding of Attachment Theory, Child Development and a Trauma Informed Approach to Behaviour Management
- Experience of working with adolescent young people
- Ability to support teachers in classroom management strategies
- Ability to understand and work with the principals of student agency
- Ability in working with parents
- Ability to manage paperwork, write reports and keep to deadlines
- Ability to work as part of a team and to support the development and consistent practice across HHA,

In addition to candidates' ability to perform the duties of the post, the interview would also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline.

The Headteacher may from time to time review your duties and responsibilities to meet the changing needs of the school.



## Person Specification: Senior SEMH Mentor

You will need to have a can-do attitude with strong eye for a story and be known for your attention to detail. You will need to be committed to providing excellent customer service and to the aims and objectives of North Star Community Trust as a provider to the highest quality education to children in our area.

### Qualifications and other required experience and skills

<i>Qualifications - Essential</i>	<ul style="list-style-type: none"> <li>• GCSE Maths and English</li> </ul>
<i>Qualifications – Desirable</i>	<ul style="list-style-type: none"> <li>• Recognised Bachelor's degree</li> <li>• Qualification in Counselling / psychology / psychotherapy</li> <li>• Qualification relating to the role of HLTA</li> </ul>
<i>Knowledge and Experience - Essential</i>	<ul style="list-style-type: none"> <li>• Knowledge of the barriers that can prevent students with SEMH from making expected progress</li> <li>• Experience of working with young people in the classroom and delivering interventions outside the classroom</li> <li>• Knowledge of how to support teachers in classroom management strategies</li> <li>• Experience of working with parents and external agencies</li> <li>• Able to manage paperwork, write reports and keep to deadlines</li> <li>• Experience of being a role model and supporting colleagues in developing consistency of practice with an array of strategies and internal training opportunities</li> </ul>
<i>Knowledge and Experience - Desirable</i>	<ul style="list-style-type: none"> <li>• Knowledge of how to develop and deliver whole school systems that use restorative approaches to conflict</li> <li>• Knowledge of Attachment Theory and child development and a Trauma Informed Approach to Behaviour Management.</li> <li>• Experience of providing training to TAs, Teachers, Learning Mentors</li> <li>• Knowledge of how to work with the principals of student agency</li> </ul>
<i>Personal - Essential</i>	<ul style="list-style-type: none"> <li>• Resilience and willingness to work with students requiring support with SEMH who may also have additional needs</li> <li>• An understanding of, and sensitivity to, cultural differences</li> <li>• Enjoy working and communicate well with students</li> <li>• Dedicated to safeguarding and promoting the welfare of children.</li> <li>• Hardworking, flexible, enthusiastic and motivated team player with excellent interpersonal skills.</li> </ul>

	<ul style="list-style-type: none"> <li>• Good verbal communication skills including ability to communicate effectively with teachers, carers and parents.</li> <li>• Able to take the initiative.</li> <li>• Confidentiality and sensitivity.</li> </ul>
<i>Personal - Desirable</i>	<ul style="list-style-type: none"> <li>• Ability communicate with parents in a community language</li> <li>• Good IT skills.</li> </ul>
<i>Other – Essential</i>	<ul style="list-style-type: none"> <li>• Willingness and ability to run a lunchtime club</li> </ul>

## Next Steps

To apply please visit TES via the green quick apply button shown on the advert. You can view the roles available at the school and apply via the TES by clicking on the link here: <https://www.tes.com/jobs/vacancy/senior-semh-mentor-enfield-1477106?preview=1>

Closing date for applications is Tuesday 27<sup>th</sup> July 2021.