



# Blue Coat

Church of England School  
& Music College

Terry Road  
Coventry  
CV1 2BA  
024 7622 3542  
recruitment@bluecoatschool.com

## Social, Emotional Mental Health (SEMH) Learning Mentor and Thrive Practitioner

### JOB DESCRIPTION

#### Job Purpose:

To assist in the support and inclusion of children with social, emotional and mental health needs, under the leadership of the Senior Assistant Headteacher (Inclusion) SENDCo and Assistant SENDCo. To lead the development and delivery of the 'Thrive Approach' in the school.

To assist the SENDCo and Assistant SENDCo in the administration of the SEND code of practice and responsibilities outlined below as the Lead Mentor for SEMH, in addition other responsibilities undertaken as part of the Inclusion team.

#### Terms and Conditions:

- Support Staff Pay Scale Grade 4
- Actual Salary: £17,377 - £20,361 pro rata per annum
- Full time equivalent salary: £19,698 - £23,080
- 39 weeks (TTO + 5 days)
- Permanent, Full time

#### Main Duties and Responsibilities

- To develop the implementation of the 'Thrive Approach' within the school;
- Participate in relevant Thrive accreditation training and to keep this training up to date;
- Lead other staff where appropriate in implementing individual SEMH programmes, supporting staff to implement the Thrive Approach with key students;
- Assist with the development and implementation of individual SEMH intervention programmes;
- To promote awareness and strategies to support children with social, emotional, mental health and behavioral needs;
- To promote the successful integration/inclusion and acceptance of children with SEMH needs into mainstream settings wherever appropriate;
- Observe and monitors pupils' performance and behaviour, tailoring support packages to their needs;
- Liaise with a range of external agencies involved in the education of designated pupils;
- Support individual pupils with SEMH difficulties using a range of de-escalation skills;
- Maintain good communication with parents;
- Support pupils with SEMH and associated challenges in the classroom;
- Engage in relevant CPD in order to raise knowledge, skills and understanding of SEND issues.



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## Other Duties

- Supervise students on Supported Study periods in the Hub Inclusion area as directed, ensuring they have appropriate work set and are completing studies to the correct standard;
- Be able to supervise students during social time in a designated space as directed; be proactive in providing activities or structure to engage students during this time;
- Escort and supervise students where required, such as supporting students at the start of lessons, or supervising medical students in the canteen;
- Advise the SENDCo, ASENDCo and SAHT on matters relating to SEND students;
- Work with teaching staff to plan, review or develop resources for students
- Represent Inclusion when required in curriculum or pastoral meetings;
- Advocate for all students with SEND;
- Attend regular CPD as required by the school, and other optional relevant CPD to develop good practice.

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Responsible to: SENDCo / Assistant SENDCo

*Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the SEMH Learning Mentor will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the Headteacher or Senior Assistant Headteacher (Inclusion).*



## Social, Emotional Mental Health (SEMH) Learning Mentor and Thrive Practitioner

### PERSON SPECIFICATION

- The post holder will actively support and work towards the stated Aims and Objectives of this Church of England School
- The post holder is expected to make a significant contribution to the learning and personal development of students within the school

	ESSENTIAL	DESIRABLE
<b>EDUCATIONAL ACHIEVEMENTS QUALIFICATIONS</b>	Five GCSEs Grade C/6 and above or their equivalent including English and Mathematics  A suitable relevant higher level qualification such as a degree  An excellent standard of both written and oral English  Willingness to undertake further relevant training	Specific qualifications or educational experience in Social, Emotional and Mental Health  First Aid qualification (or willing to be trained)
<b>KNOWLEDGE AND EXPERIENCE</b>	Knowledge of Social Emotional and Mental Health with young people relevant to age group 11-19  Knowledge and experience of recommended strategies, skills, behaviour management and interventions to support students with SEMH needs  Recent experience of working with young people either in a school setting, as a parent, or involvement in voluntary work in the field of SEMH  Knowledge and understanding of child development and the way children learn	Experience of working within in a school or educational environment  1-1 and small group tuition  SIMS knowledge  Knowledge of education initiatives including Thrive



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	<p>An awareness of, and sympathetic approach towards the difficulties likely to face children with SEMH</p> <p>An understanding of equal opportunity issues and an awareness of what this involves</p> <p>Experience of communication with a range of individuals, including parents/carers and outside agencies</p> <p>Experience of using a range of computer packages including Microsoft Office</p>	
<b>SKILLS AND ABILITIES</b>	<p>Ability to work with SENDCO, the SEND team and other professional staff to support learners with SEMH difficulties, to help them access the curriculum and make good progress</p> <p>The ability to assist students on an individual and small group basis but also work as part of a team.</p> <p>Confidence to work in a challenging environment and work under pressure and handle situations with patience and sensitivity</p> <p>Excellent communication skills and the ability to relate to students, teachers and parents and maintain strong professional relationships</p> <p>Ability to maintain confidentiality at all times</p> <p>Ability to relate sensitively to students and to contribute to a team approach to meet students' needs</p> <p>Ability to assimilate information</p>	



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<b>UNDERSTANDING</b>	Full understanding of child protection and Keeping Children Safe in Education	Understanding of how to apply successful support and inclusion to children with SEMH needs
<b>PERSONAL QUALITIES</b>	<p>Committed to safeguarding and promoting the welfare of children and young people and to recognise the importance of confidentiality</p> <p>Able, confident and willing to establish good professional relationships and commitment to teamwork</p> <p>Self-motivated and able to work on own initiative with guidance, but under limited supervision</p> <p>Able to generate a positive approach to learning for all students</p>	
<b>PROFESSIONAL DEVELOPMENT TRAINING</b>	<p>A willingness to undertake Induction and training programme.</p> <p>Willing to participate in further appropriate professional development</p>	Positive approach to own continuous personal professional development and training

CORE COMPETENCIES	E/D
Clear understanding and commitment to safeguard and protect children	E
Adopts an inclusive approach to followers and non-followers of the Christian faith and committed to equal opportunities and respecting diversity in all forms	E
Conscientiously adheres to school / trust policies and procedures and works ethically	E
Works in a way, which abides to the school values of <b>Care, Hard Work, Respect, Integrity, Servanthood</b> and working <b>Together</b>	E
Embraces the vision "Living life in all its fullness" and devotedly helps all students achieve this	E

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.

Headteacher  
Mrs V Shelley

Deputy Headteacher  
Mrs L Henden

  
**Inspire Education Trust**  
Together we achieve, individually we grow

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