**Hillcrest Primary School,**

**Hillcrest,**

**Downham Market,**

**Norfolk**

**PE38 9ND**

**Thrive Practitioner**

**JOB TITLE: THRIVE PRACTITIONER**

**RESPONSIBLE TO:** Senior Teacher i/c Inclusion

**GRADE:** Scale E (point scale 7 – 11) £22,369 - £24,054 FTE

**HOURS:** 28.75 hours per week term time plus 1 week

**RESPONSIBLE FOR:**

Under the direction of the Senior Teacher i/c Inclusion to support the Social, Emotional and Mental Health pupil progress in the school

**1. PURPOSE AND SCOPE**

1.1 To support the Social, Emotional and Mental Health pupil progress in the school through the delivery of THRIVE 1-2-1 and small group intervention.

1.2 To be accountable for the progress of individual pupils, measured against the Thrive programme attainment standards.

1.3 To be a First Aider.

**2. ORGANISATIONAL RELATIONSHIPS**

2.1 Responsible to and line managed by the Senior Teacher i/c Inclusion

2.2 Works under the general direction of the Senior Leadership Team

2.3 To work closely with the Senior Teacher i/c Inclusion, Class Teachers and Teaching Assistants

**3. MAIN DUTIES AND RESPONSIBILITIES** Thrive Delivery

3.1 Directed by the Senior Teacher i/c Inclusion and liaising with Class Teachers, plan and deliver personalised Thrive intervention sessions

3.2 To be accountable for the progress and impact made by identified pupils

3.3 Communication with all stake holders including parents, pupils, school staff and external agencies

3.4 Maintain pupil Thrive files to show progress

3.5 Addressing identified pupil SEMH needs

3.6 Providing support to Class Teachers for Thrive assessment on the admission of new pupils

3.7 Providing progress data for all pupils receiving Thrive intervention as part of the whole school reporting system

3.8 Providing written reports and evidence for liaison with outside agencies and organisations as requested

3.9 Accountable for ensuring the completion of individual and whole class teacher thrive assessment at the given data points

3.10 Providing feedback and support to parents with regard to the Thrive report written about pupils

**4 GENERAL DUTIES**

4.1 Be aware of and comply with policies and procedures relating to child protection, equal opportunities, health and safety and security, confidentiality and data protection,

4.2 Be aware that all pupils have equal access to opportunities to learn and develop.

4.3 Participate in training and other learning activities as required and to participate in appraisal and professional development

4.4 Undertake other similar duties and activities that fall within the grade and role any other duties as may be reasonably required by the Head teacher.

The school will endeavour to make any necessary reasonable adjustment 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. Whilst every effort has been made to explain the main duties and responsibilities of the post, every individual task undertaken may not be identified.

Special Conditions of Service: Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview. This job description will be kept under review and may be amended from time to time, following consultation with the post holder, to reflect changing needs of the school

**PERSON SPECIFICATION**

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| --- | --- | --- | --- |
| **Experience** | Experience working with individuals/small groups of children in a school environment on emotional wellbeing  Experience of working in an SEMH support function in a school/organisation. | Essential  Desirable | Application Form/Interview  Application Form/Interview |
| **Qualifications and Training** | Good literacy and Numeracy skills to NVQ2 (GCSE Equivalent)  Good general level of education at NVQ3 level including appropriate professional Teaching Assistant qualification (or demonstrable relevant experience)  ICT skills including but not exclusive to excel, word, powerpoint, use of MIS systems, emails to NVQ2 level  First Aid qualification (training will be provided)  Commitment to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment  Thrive Practitioner Certification (or willingness to undertake) | Essential  Desirable  Essential  Desirable  Essential  Desirable | Application Form  Application Form  Application Form  Application Form  Application Form/Interview  Application Form/Interview |
| **Knowledge and Skills** | Understanding of relevant behaviour policies and procedures  Ability to apply behaviour management policies and strategies so as to contribute to purposeful learning environment;  An understanding of education policy and procedures  Confident knowledge and skills of ICT;  Ability to undertake varied duties;  Good communication skills with people at all levels;  Ability to gain respect of pupils through manner of confidence and authority;  Able to organise own workload in the context of varied tasks;  Effective time management and organisation skills  Experience of Pupil Asset software | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Desirable | Application Form & Interview for all |
| **Personal Qualities** | Able to work calmly under pressure;  Ability to critically evaluate own performance and make any necessary changes to be more effective  Commitment to be honest, reliable, trustworthy  Ability to work in a team  Attention to detail.  The ability to converse at ease with members of the public and provide advice in accurate spoken (English is essential for the post.) | Essential  Essential  Essential  Essential  Essential  Essential | Interview  Interview  Application Form & Interview  Application Form & Interview  Application Form & Interview  Application Form & Interview |