

Job Profile: Wellbeing Lead

Salary scale:	C3
Working hours:	37 per week
Academy/department:	Bishop Young Academy
Responsible to:	SENCO
Nature of contract:	Permanent



Job purpose:

To promote cultural capital, emotional health and wellbeing of students and adults, helping students to develop resilience to help them cope with the challenges they face and refer to professional bodies to secure the appropriate external support for students where required.

Ensure individuals are supported to access opportunities to fulfil their potential at Bishop Young Academy. To actively develop the links between home and school, and to engage parents/carers in supporting their children's education and promote good behaviour.

Job specific responsibilities:

- Promote a culture of wellbeing throughout the academy within interventions and extra curricula support
- Be responsible for identifying and assessing the wellbeing needs of students using theoretical knowledge and specialist skills, working with SEND, pastoral teams and outside agencies as required
- Coordinate the support and signposting for student's emotional and social development
- Facilitate students in overcoming barriers to learning linked to wellbeing
- Facilitate the return of persistent absentees into the academy
- To address concerns identified in student wellbeing development by providing advice, and where deemed necessary, to contact parents/carers to share concerns
- To take the lead on implementing wellbeing support for staff and students
- To be responsible for implementing whole school cultural capital projects and reviewing the impact on wellbeing
- Establish effective home-school links with key families in order to provide support and signpost to appropriate external agencies
- Evaluate the impact of wellbeing support and provide reports to the Senior Leadership Team as required
- Be responsible for provision and implementation of intervention plans for both individual students and groups, recording these using Provision Map (or equivalent software).
- To promote cultural cohesion and wellbeing through teaching and learning within the academy
- To set challenging and demanding expectations and promote self-esteem and independence.
- To work alongside the SENCO, Achievement Directors and Pastoral Team in the monitoring of students who have been identified as not making expected progress and whose wellbeing barriers are impeding their learning
- To develop and maintain tools and resources to provide additional support for students such as courses, activities and opportunities, organisations and individuals and to arrange access as required

- Triage individual students that require support and ensure these are allocated to the appropriate internal or external support
- To make referrals to relevant agencies as appropriate, informing parents where necessary
- Coordinate post intervention follow ups
- Coordinate counselling, advice and support for students including signposting to external agencies in conjunction with the pastoral team
- To collaborate on the delivery of form time, assembly and PSHCE programmes
- To collaborate with teaching staff in monitoring and evaluating the effectiveness of wellbeing support and the effectiveness and accessibility of the curriculum to promote culture cohesion
- To support students by improving confidence and self esteem in order to manage the daily stress of school
- Identify SEMH needs and encourage students to develop strategies to manage this in the classroom
- Coordinate the implementation of cultural cohesion projects e.g. CCQM, LGBTQ+ and The Sanctuary project
- Maintain student records

Abbey MAT responsibilities

- Contribute to the overall aims and values of the academy and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all academy and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services deliver, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this profile, but which is in line with the general scope, grade and responsibilities of the role.

People Profile:

Aptitudes, qualities and values:	Essential	Desirable
Ability to work flexibly and collaboratively as part of a team as well as on own	✓	
An inspirational, caring practitioner operating with integrity, warmth and a sense of humour		
Effective communicator, influencer and negotiator	✓	
Ability to be resourceful and think creatively in order to anticipate and problem solve		
Learns continuously and effectively adapts behaviour and approach in response to feedback; able to evaluate own performance and focus development accordingly	✓	
Foster an open, fair and equitable culture, managing conflict where necessary	✓	
Confident, positive and approachable	✓	

Logical, methodical with a meticulous eye for detail	✓	
A keen user of technology, IT systems and applications	✓	
A commitment to our mission and values demonstrated by current practice	✓	
Support the Christian ethos of Abbey Multi Academy Trust	✓	
Qualifications, knowledge, skills and experience:	Essential	Desirable
Evidence of high expectations which inspire, motivate and support students	✓	
Significant experience of working in a similar role within a school setting	✓	
Experience of initiating and maintaining successful working relationships with students, parents/carers, relevant agencies and other school staff	✓	
Proven record of successful delivery of support to students in overcoming barriers to learning resulting in improved outcomes	✓	
Knowledge and understanding of diverse range of potential barriers to learning, including how to identify and address	✓	
Knowledge of, and ability to implement, positive behaviour systems and procedures	✓	
Proven ability to manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning	✓	
Understanding and practical experience of safeguarding policies and procedures to ensure students' wellbeing, in accordance with statutory provisions and policies	✓	
Knowledge of the wider educational context and national accountability frameworks		✓
Confident user of technology, IT systems and applications to maintain accurate student records and communicate information effectively to others	✓	
Mental Health First Aider (or equivalent)		✓
Ability and willingness to train as a first aider	✓	
Safeguarding and promoting the welfare of students:	Essential	Desirable
Appropriate motivation to work with children and young people	✓	
Ability to maintain appropriate relationships and personal boundaries with children and young people	✓	
Comply with the Trust's commitment to the protection and safeguarding of children	✓	

Our Trust mission:

In partnership to Educate, Nurture and Empower

Our Trust vision:

Our academies will provide an environment which is welcoming, caring, calm, disciplined and purposeful and which will stretch our young people academically, support them pastorally and help them develop socially and spiritually.

Abbey MAT is committed to providing high quality education for all within an ethos which seeks to work in partnership to educate, nurture and empower through academic, vocational, mental, physical, cultural and spiritual opportunities so that each individual in our academies is able to achieve their full potential. Our vision and values underpin all the work of the Trust. Everyone is encouraged to explore their own spirituality and to recognise and understand that of others.

www.abbeymat.co.uk



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