



Mental Health and Wellbeing Practitioner

Start date: September 2021

**Werrington Primary School,
Washerwall lane,
Werrington,
Stoke on Trent.
ST9 0JU.**

HOURS 3 days (18 hours) per week, term time only

SALARY: Salary: £16,351, per annum, pro rata
(Actual salary approximately £9,100 per annum full time, term-time only)

LOCATION: Werrington Primary School

REPORTS TO: Senior Leadership Team

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as defined below.

POST OBJECTIVE

- The post holder will focus on providing low level and preventative mental health and social and emotional wellbeing support to pupils between 4 and 11.
- To respond in a proactive way to the social and emotional wellbeing needs of pupils, before requiring higher tier interventions.
- To plan and lead specific 'interventions' to support the social and emotional wellbeing needs of pupils

GENERAL DUTIES AND RESPONSIBILITIES

- To participate in school processes as required.
- To comply with the school's policies and codes of practice in relation to Health and Safety, Equality and Diversity and Quality Assurance.
- To work flexibly in the interests of the school as required.
- To participate in the school Performance Management/Development Scheme and undertake staff development activities as appropriate.
- To be responsible for promoting and safeguarding the welfare of children, young people and vulnerable adults you are responsible for, or come into contact with, and outside of this, to exercise vigilance at all times.
- To be a nominated First Aider and undertake relevant training as necessary.
- To be aware of the policy, procedures and safe working practices expected of all staff relating to the processing of personal information and Data Protection

POST SPECIFIC DUTIES AND RESPONSIBILITIES

- To provide evidence-based interventions for pupils to improve their social and emotional health and wellbeing.
- To maintain accurate records of all interventions and meetings with pupils.
- To have a duty to keep young people safe and protect them from harm, and to take reasonable steps to ensure the safety and wellbeing of pupils, referring to the Safeguarding Team if required.
- To adopt appropriate strategies and approaches to support and assist pupils to achieve their identified goals/targets.
- To motivate and encourage pupils, and help them to develop their self-esteem and confidence so that they can interact with others and enjoy school life.
- To promote healthy life styles and positive mental health and wellbeing.
- To develop areas of expertise and ensure that knowledge and skills are up to date on best practice.
- To work in a collaborative way with internal staff and external agencies (when required), ensuring a consistent approach to interventions and utilising our 'Thrive' approach to mental health.

- To be responsible for and manage a case load of pupils, identifying the appropriate targeted support those pupils require.
- To facilitate monitoring and evaluation of activities, ensuring that student voice is sought and heard; amend plans on the basis of evidence available; provide written assessments of impact as required
- To contribute to pastoral team meetings and share learning and innovative practice.
- To deliver targeted group and individual work with at risk / vulnerable pupils, providing solution focused, specific interventions.
- To work on a 1:1 basis with pupils with identified low level mental health difficulties.
- To provide a drop-in service for pupils at specific times throughout the week to support with low level immediate interventions.
- To maintain up to date knowledge of local and national provision for Mental Health, and of research, policy and practice in relation to young people's emotional health and wellbeing.

PERSON SPECIFICATION

Qualifications

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY <i>(Application, Interview)</i>
A good general level of education, including competence in literacy and numeracy	✓		Application
A qualification in working with children and young people (NVQ3 or higher)	✓		Application
Qualification in mental health, such as: Psychology or counselling		✓	Application
Registration to appropriate professional body (if relevant).		✓	Application
Enhanced DBS	✓		Application

Professional development, skills, experience and knowledge

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY <i>(Application, Interview)</i>
An understanding of the developmental, emotional, social and educational issues of children and young people	✓		Application/ Interview
Knowledge of the Children's Act and other legislation linked to children, 'Keeping Children Safe in Education' document	✓		Application / Interview
Experience of working with young people	✓		Application / Interview
Understanding of the various barriers to learning, particularly mental health and wellbeing	✓		Application / Interview
Working knowledge of external agencies and support pathways		✓	Application / Interview
Ability to build rapport and trust with children and young people as a respected champion of children's needs	✓		Application/ Interview
Experience of delivering group work interventions	✓		Application / Interview
Ability to prioritise workload and work under pressure	✓		Application / Interview
Commitment to the safeguarding and promotion of the welfare of young people	✓		Application / Interview

Excellent literacy skills and the ability to produce detailed and accurate references and reports	✓		Application / Task
Good ICT skills to enable and support effective monitoring and management	✓		Task

Personal skills and attitudes

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY <i>(Application, Interview)</i>
Patience, tolerance and sensitivity; mature and non-judgemental outlook	✓		Application
A positive and proactive character driven by a desire to make our school a safe and happy place for all of our children	✓		Interview
Ability to work both on your own initiative and as part of the wider college team	✓		Application / Interview
Ability to work in a creative way, showing flexibility in unplanned situations.	✓		Interview
Commitment to on-going professional learning and development	✓		Application / Interview
Excellent interpersonal and communication skills	✓		Application / Interview
Resilience, determination and a sense of humour	✓		Application / Interview
Commitment to professionalism, objectivity, sharing, teamwork and collaboration	✓		Application / Interview
Ability to set and maintain clear and appropriate boundaries	✓		Interview
Must accept and actively support the school's values including equality and diversity	✓		Interview
An interest in and an affinity with young people	✓		Interview
Be kind and have an abundance of patience whilst also being able to be firm and assertive when needed	✓		Interview

Werrington Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are subject to an enhanced DBS (CRB) Disclosure prior to taking up an appointment with the school.

