



**North East
Learning Trust**

Student Wellbeing Support Worker
Rye Hills Academy
Applicant information pack

Student Wellbeing Support Worker

Grade 4 SCP12 – SCP17

£26,421 - £28,770 per annum FTE

Actual Salary £23,418 - £25,500 per annum

Term Time plus 5 additional days

37 hours per week

Rye Hills Academy is part of the North East Learning Trust and we are seeking to appoint a Student Wellbeing Support Worker to join our dedicated and friendly team.

This appointment will be based at Rye Hills Academy where we have an exciting opportunity for you to join a school that has been on a journey of rapid improvement.

Rye Hills Academy is a mixed 11-16 comprehensive school with over 800 students from Redcar and the surrounding areas.

The successful candidate will deliver high quality outcome focused evidence-based interventions for young people experiencing mild to moderate mental health issues. These may include psycho-education, self-help work and work with presentation such as low mood, anxiety and anger.

Our vision is simple and shared by all schools in the Trust, is that every child experiences excellence every day.

We are committed to:

- A vibrant learning community with enthusiastic and engaging students
- A positive and caring ethos
- An excellent learning environment and resources
- A team of hardworking, dedicated and friendly staff where everyone is valued
- A supportive and effective governing body.

We can offer:

- National Terms and Conditions of Employment
- Up to 1 day paid leave for staff wellbeing
- Lifestyle Savings including gym discount and range of discounts from top retail brands
- A comprehensive Employee Assistance Programme providing free confidential advice and a counselling service 24/7 365 days per year

The successful candidate will:

- Degree/Diploma in Health/Social Care/Youth or in a similar field (e.g. qualification through CYP/ CWP/EMHP) or Training in psychological skills
- Experience of working with and supporting young people in a mental health capacity.
- Experience of working with complex cases.
- Working experience of child protection procedures.
- Experience of working with a network of children's services and multi-agency inter-professional work.

Deadline: Monday 7th October 2024

Interviews taking place week commencing 7th October 2024.



How to apply:

Application packs can be downloaded from our website.

Application forms should be returned to Claire.thornton@ryehillsacademy.co.uk or by post to Claire Thornton, Support Services Manager, Rye Hills Academy, Redcar Lane, Redcar, TS10 2HN. You can, if you wish, submit a covering letter to support your application; please do not submit a CV unless it is to complement your application form.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment. All posts will be subject to receipt of satisfactory enhanced DBS disclosure, medical and reference checks. All pre-employment checks are in line with "Keeping Children Safe in Education" and the Trust's Safeguarding Policy which is available on our website.



Job description

Post title:	Student Wellbeing Support Worker
Responsible to:	SENCO
Responsible for:	To provide a high-quality wellbeing service to young people.
Salary Band:	Grade 4 SCP12 – SCP17

Job Purpose:

To deliver high quality outcome focused evidence-based interventions for young people experiencing mild to moderate mental health issues. These may include psycho-education, self-help work and work with presentation such as low mood, anxiety and anger.

To ensure all students have equality of access. Liaise with the wider pastoral team and external agencies to ensure students receive the support they need to create effective working relationships to support young people.

Duties and Responsibilities:

- To provide a wellbeing service to young people by selecting and delivering a range of therapeutic interventions for young people or groups of young people and their families where appropriate.
- To support young people to develop skills, knowledge, and self-confidence to enable them to respond to issues that affect their wellbeing.
- To assess, monitor and prioritise caseloads.
- To assess the needs of a young people (including risk), ensure that the appropriate support is in place, attend meetings and work within a multi-agency approach when necessary.
- To plan, implement and evaluate the impact of the support.
- To contribute to the writing of pastoral reports.
- To make use of referral pathways for young people requiring other services including statutory and voluntary services.
- To escalate cases to Head of Pastoral where the level of need becomes beyond scope, or more severe.
- To provide a range of information to parents/carers and young people. This may include guided self-help or social media posts.
- To share appropriate information with parents/carers or other agencies regarding the young person's wellbeing and progress keeping within the boundaries of confidentiality and sharing protocols.
- Be proactive in reporting safeguarding concerns.
- To support/train teaching staff in their work with young people by providing a range of strategies to promote student wellbeing.
- Lead and embed a culture of wellbeing throughout the academy.
- Organise and facilitate sessions with external service providers to support the needs of students.
- Attending meetings with internal and external colleagues, sharing relevant information and services for vulnerable students.



General

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Health and Safety:

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager
- To ensure own safety and safety of all others who may be affected by the Trust's business

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.



Person specification

Student Wellbeing Support Worker

	Essential	Desirable
Education/training	<ul style="list-style-type: none"> Degree/Diploma in Health/Social Care/Youth or in a similar field (e.g. qualification through CYP/CWP/EMHP) or Training in psychological skills 	<ul style="list-style-type: none"> Degree in Psychology Holds a recognised membership of a relevant professional body (i.e., HCPC/ BACP/ BABCP/ BAAT/ UKCP/ BPS) Is accredited with a relevant professional body (i.e., BABCP/ BACP/ BABCP/ BAAT /UKCP/BPS)
Experience	<ul style="list-style-type: none"> Experience of working with and supporting young people in a mental health capacity Experience of working with complex cases Working experience of child protection procedures Experience of working with a network of children's services and multi-agency inter-professional work 	<ul style="list-style-type: none"> Understanding and experience of school and education systems Experience of group work with young people
Aptitude and skills	<ul style="list-style-type: none"> Demonstrates an understanding of child assessment and risk Excellent communication skills with the ability to communicate effectively with young people and within a multi-discipline setting Awareness and understanding of mental health issues and difficulties. Excellent organisational skills The ability to use own initiative Knowledge of child development A clear understanding to safeguarding of young people 	
Personal qualities	<ul style="list-style-type: none"> Be an excellent team player Resilience Shows a willingness to be flexible Readiness to seek help and support to manage professional issues High level of motivation independence and commitment 	



References:

References will be requested prior to interview, except for non-teaching roles where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

DBS:

North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

Pre-occupational health:

Pre-occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applicants with disabilities will be granted an interview if the essential job criteria are met.