

### Job Description & Person Specification

<b>Job Title:</b>	Specialist Thrive Practitioner
<b>Service / Provision:</b>	Churchward School
<b>Job Family:</b>	Support Staff
<b>Line Manager:</b>	Assistant Head Teacher (Pastoral)
<b>Salary Band:</b>	Brunel Grade B 1 – 5 + Honorarium (£2,000 pro rata)
<b>Annex</b>	Please ensure you refer to Annex 1 with this Job Description

As part of the pastoral team and working alongside the PSHCE lead, enable children and young people (CYP) to make progress with their emotional resilience and social interaction through facilitating an outstanding programme of Thrive lessons and interventions.

#### Key accountabilities, duties and responsibilities

- To plan, deliver and assess Thrive based lessons to CYP across the Education Provision (EP)
- To support the Social, Emotional and Mental Health (SEMH) of CYP through the delivery of intervention sessions with individuals and small groups
- Lead and support other employees in the profiling of all CYP across the EP throughout the year
- Support teachers and other support staff understand and implement the Thrive class action plans
- To facilitate parental engagement in understanding and meeting their CYP's SEMH needs through the development of Thrive action plans to be implemented outside of EP
- To work alongside all employees within the EP to promote and share good practice
- To attend a range of meetings and input into reports as required
- Provide progress and assessment data as required
- To keep accurate records

#### Support for CYP

- Support CYP participation in learning activities and modify methods if appropriate
- Provide written and verbal feedback on CYP responses to learning activities
- Supervise and provide specific support for CYP, ensuring their safety and access to all learning activities
- Establish constructive relationships with CYP and interact with them appropriately
- Promote the inclusion and acceptance of all CYP ensuring motivation and engagement
- Encourage CYP to interact with others and engage in activities led by the teacher
- Set challenging but reasonable expectations aimed at promoting self-esteem and independence
- Assist in the provision of feedback to CYP in relation to progress and achievement
- Assist with the development and implementation of Individual Plans
- Encourage all CYP to show respect for each other, employees and visitors
- Support CYP in recognising, developing and celebrating their skills, talents and achievements
- Promote acceptable conduct by encouraging them to take responsibility for their own behaviour
- Assist with the supervision of CYP out of lesson times, including before and after school and at lunch/break time
- Deal promptly with conflict and incidents in accordance with policies and procedures

### Support for Teachers

- Liaise with teaching staff to ensure interventions are in place enabling CYP to maximise their achievement and progress
- Assist teaching staff with evaluation of CYP progress
- Assist the teaching staff in implementing the advice provided by specialists
- Support the administrative work required for SEND management
- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans
- Assist with the display of CYP's work through the use of ICT and non-ICT means
- Provide feedback to teachers on CYP's achievement, progress & areas of difficulty
- Monitor CYP's responses to learning activities and accurately record achievement/progress as requested
- Establish constructive relationships with parents/carers
- Assist with the planning of learning activities where appropriate

Tasks/duties	Essential skills	Desirable skills
Qualifications & Training	<ul style="list-style-type: none"> <li>• Level 2 Literacy/Numeracy (or NVQ equivalent)</li> <li>• Basic ICT skills</li> <li>• Positive attitude to training &amp; continuous professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Level 3 Teaching Assistant NVQ</li> <li>• Any further relevant training or qualification to support the role</li> <li>• Strong ICT skills</li> </ul>
Knowledge & Experience	<ul style="list-style-type: none"> <li>• Experience with CYP in either formal or informal settings</li> <li>• Experience of working in a team</li> <li>• Know how and when to communicate with a range of audiences</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with CYP in a care or education setting, including Safeguarding best practice</li> <li>• Experience of working with CYP with SEND</li> <li>• Experience with use of technology and in particular of inputting information into recording system</li> </ul>
Skills & Abilities	<ul style="list-style-type: none"> <li>• Punctual, polite &amp; professional</li> <li>• Be motivated, able to use initiative and work independently</li> <li>• To meet challenges positively</li> </ul>	<ul style="list-style-type: none"> <li>• Openness to taking on further responsibilities</li> <li>• To use your own skills &amp; interests to enhance the offer for CYP</li> <li>• Be aware of how to support your own well-being and the well-being of others</li> </ul>