

**THE BISHOP OF WINCHESTER ACADEMY
JOB DESCRIPTION- SUPPORT STAFF**

**Section One
General information**

Post Title	Thrive Practitioner
Post Holder:	
General Duties:	<p>All academy post-holders are expected to support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy. Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self- discipline, creativity and hope.</p> <p>All academy post-holders are expected to contribute to the development of young people, and contribute to the overall ethos, work and aims of the Academy.</p> <p>Purpose of the Role:</p> <ul style="list-style-type: none"> • To support a whole-school approach across The Bishop of Winchester Academy Trust in supporting the social and emotional development and mental health of all pupils. • To promote improved attendance, engagement and progress and reduce exclusions through Thrive support. • To support the Social, Emotional and Mental Health progress of identified pupils in the school through the delivery of THRIVE 1-2-1 and small group intervention. • To be accountable for assessing and reporting on the progress of individual pupils, measured against the Thrive online assessment tool. <p>Main responsibilities include:</p> <ul style="list-style-type: none"> • Directed by senior leaders and in conjunction with Pastoral Lead(s) and liaising with colleagues, plan and deliver personalised Thrive support sessions. • To be accountable for reporting on the SEMH progress and impact made by identified pupils • To communicate with all stake holders including parents, pupils, school staff and external agencies about the Thrive support within school and regarding specific pupils where necessary • Maintain Thrive pupil evidence to highlight the support on offer and the SEMH development of pupils. • Address identified pupils' SEMH needs • Provide support to colleagues for completing Thrive assessments • Provide progress data for all pupils receiving Thrive support as part of the whole school reporting system • Establish positive working relationships with pupils, including providing empathy and building a trusting relationship. • Provide information and advice to enable pupils to make choices about their own learning/behaviour and attendance and consequences of their actions. • Maintain the learning/nurture environment to provide safe, quality provision for pupils. • Challenge and motivate pupils, promote, and reinforce self-esteem and confidence. • Establish constructive relationships and communicate with other agencies/professionals, in liaison with the appropriate school staff, to support the achievement and progress of pupils. • Confidently work with children and provide support for distressed pupils individually or in small groups. • To plan and deliver support programmes (Thrive 1:1, group work) depending on the needs

of individual pupils or groups using Thrive techniques. This includes arranging, assessing, and delivering 1:1 and group screening/action plans.

- Promote the reintegration of those who have been absent from the classroom where appropriate.
- To maintain positive professional relationships with all members of staff.
- To input confidential data, using electronic systems, to individual support plans and pupil records.

Establish constructive relationships with carers/parents, exchanging information, facilitating their support for their child's learning, behaviour, and attendance.

- To observe and assess a child's emotional state and put correct support in place including liaising with the SENDCO in signposting for relevant external support.
- To assist with pupil transition, liaising with other schools where necessary.
- To help to ensure that there are appropriate resources to support Thrive activities.
- To take an active role in personal performance development and to participate in training, ensuring Thrive CPD is completed to maintain Thrive Licensed Practitioner Status.
- To attend Thrive Practitioner Meetings as requested.
- To liaise with the appropriate designated member of staff where child protection issues are concerned.

Other Duties:

- To share knowledge and lead internal CPD for relevant staff
- Promote positive student behaviour in and around the school, to ensure a constructive working environment.
- Act to ensure students' health and safety.
- Follow school policies and procedures especially those relating to child protection and health and safety.

Personal Qualities:

- Must be adaptable, flexible and change agile
- Have a clear understanding and commitment to the academy and its vision
- Have an ability to enthuse and engender a desire for learning and passionate commitment to excellence at all levels
- Have a high level of interpersonal and communication skills
- Have a commitment to inclusive education providing opportunity for achievement for all
- Integrity, openness, energy and enthusiasm
- To maintain high standards of professional practice, including complying with the policies of the school
- To engage with Continual Professional Development (CPD) relevant to the role of Thrive
- To be able to work empathically, congruently, and non-judgementally.

Safeguarding:

TBOWA is committed to safeguarding and promoting the welfare of children and young people. We accept all staff and young people to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.

	This job description is not necessarily a comprehensive definition of the post. It will be revised at least once each year, but may be subject to modification or amendment at any time after consultation with the holder of the post.
Reporting to:	ALT, SENCO, Lead Well Being Support
Responsible for:	Supporting students to learn to understand their emotions and respect the feelings of those around them.
Liaising with:	ALT, ESW, Heads of Year, Pastoral Staff, teaching and support staff
Nature of Contract:	Standard Terms and Conditions of Support Staff
Salary Scale:	
Disclosure Level:	Enhanced
Section Two Professional Duties and Responsibilities	
Ethos	All academy post-holders are expected to support the sponsor's vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy. Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.
Self-Development	<ul style="list-style-type: none"> • To continually seek development opportunities to improve personal performance • Vice Principal is advised of training needs. • Development opportunities are sought/acted upon.
Attitude	<ul style="list-style-type: none"> • To act as a professional and positive ambassador for the academy in order to support the academy's mission and profile • Positive/constructive feedback from parents/students/visitors/colleagues/supporters will evidence supportive attitudes • Level of self-motivation and encouragement of others. Support development of the academy ethos, contribute positively towards the development of specialisms.

Policy promotion	To actively promote the academy's Equal Opportunities, Health and Safety, Data Protection policies, to ensure that the academy operates effectively, fairly, and in line with legislative requirements at all times.
Safeguarding	To adhere to and follow the academy's Safeguarding procedures in order to protect the safety of all children.
Confidentiality	To ensure confidentiality of the academy's activities is maintained in order to protect the integrity of the organisation and its people.
Flexibility	To carry out such other duties as may reasonably be required from time to time to meet the evolving needs of the organisation.
Additional Notes	<p>Whilst every effort has been made to outline the main responsibilities of the post each individual task undertaken may not be specified. Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.</p> <p>The Academy will endeavour to make any reasonable adjustments 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.</p> <p>This job description is current but in consultation with you may be changed by the Academy Leadership Team to reflect or anticipate changes in the job commensurate with the grade and job title.</p>

The Academy reserve the right to amend this document as necessary, after consultation with the individual concerned, in order to reflect changes in organisational requirements and ensure that the future goals of The Bishop of Winchester Academy are successfully achieved.