

Job Summary & Person Specification



Job Title: Emotional Wellbeing Practitioner

Location: Chineham, Basingstoke

Salary: £18,000 per annum, 37.5 hours per week, term time only

Do you have the empathy, care and patience to help young people understand their emotions and manage their feelings, including those with SEND?

Can you help support young people to understand their mental health and wellbeing, support positive coping strategies and help tutors embed these strategies within the learning?

Do you want to work somewhere where your mental health is cared for, valued and have your evenings and weekends free for a healthy work / life balance?

Inclusion Hampshire is looking for a qualified practitioner to support those young people whose mental health and wellbeing have been most impacted by Covid by delivering personalised support and interventions designed around the needs of the young person.

We are looking for an empathetic, kind and passionate person with experience in mental health, wellbeing and mindfulness who is motivated to support young people. We support our learners by providing a small, safe and nurturing learning environment that emphasises progress and personal development on the individual's terms, rather than focusing on externally driven targets and enforced progress.

Main Responsibilities:

- To deliver engaging emotional wellbeing interventions 1:1 and in small groups
- Support the identification of need and proactively support young people's wellbeing
- Developing social, emotional and communication skills
- Plan and deliver differentiated individualised programmes of support that incorporate variety, interest and pace for young people, according to their needs, to develop their emotional literacy, including:
 - Management of stress, grief, anxiety, anger and conflict
 - Development of social interaction and friendship skills
 - Promotion of a realistic self-concept and good self-esteem
 - Coping and managing significant life changes such as preparation for college or a post 16 pathway
 - Identifying possible triggers to pre-emptively promote and support positive mental health management through a range of techniques, such as self-soothing techniques and grounding
- Supporting learners to understand their SEN and mental health diagnosis to develop their sense of identity and belonging
- Deliver session promoting the development of identifying emotions in themselves and recognising them in others (such as peers, family, colleagues)
- Provide learners with an empathetic listener who can help them develop self-coping strategies
- Plan and deliver programmes of support to small groups of young people to develop resilience
- Liaise with our multi-disciplinary team about the needs and progress of young people receiving support
- Share best practice, support needs, knowledge and ideas from deliver/training/supervision sessions with the whole staff team as appropriate
- Meet regularly with line manager to review practice and delivery
- Liaise with parents/carers in line with the organisation's policy

- Complete daily evaluations and contribute to termly academic, SEMH and growth mindset progress monitoring
- Attend all briefings, reviews and meetings with managers and other staff to keep up to date with individual learner progress.
- Attend all safeguarding and child protection training and be aware of Inclusion Hampshire Policies and procedures at all times.
- Adhere to all Inclusion Hampshire policies.

Person Specification:

Education/Knowledge

Essential

- Hold the ELSA or equivalent accreditation and/or appropriate mental health qualification.
- Have successful, recent experience in a supportive emotional health role.
- Ability to facilitate additional small group interventions using therapeutic strategies, e.g. Lego Therapy, Friends for Life, therapeutic story writing (or have a willingness to have training in this area)
- To work strategically as part of our team, with excellent communication and interpersonal skills.
- Willingness to offer support to colleagues and to seek support for their own professional development.
- Awareness of factors impacting the lives of vulnerable children and young people and families (e.g. disadvantage, poverty, disability, mental health).
- Knowledge of safeguarding and promoting the welfare of children.
- Have a creative approach.
- Interest in keeping up with the latest research in education, mental health and young people.

Desirable

- English and Maths skills (at least GCSE C or equivalent)
- Knowledge and experience of SEND
- Knowledge of child/young people development
- Knowledge of CBT
- Knowledge of learning strategies, behaviour management and experience in planning and implementing
- Experience in embedding latest research in education, mental health and young people

What we offer our staff

- An approachable senior management team that prioritises staff wellbeing by providing 1-1 supervision and support for all staff.
- Awarded a Carnegie Gold Award for our commitment to mental health and wellbeing for our staff and learners. We also promote and celebrate staff wellbeing through initiatives such as Time for Change
- A commitment to a healthy work/life balance as part of our Mental Health Strategy and ensuring work does not need to be completed at home or on weekends, enabling teachers and tutors to focus on teaching and planning
- Offering flexibility and adaptability
- Opportunities to build personalised relationships with learners to enable them to progress academically, emotionally and socially

Additional Information:

- To undertake other duties as reasonably deemed appropriate by the Head of Inclusion Learning Centre
- This document will form the focus for performance management and will be integral in any subsequent review.
- Inclusion Hampshire is committed to safeguarding children and promoting the welfare of children and young people/vulnerable adults and expects all employees, workers and volunteers to share this commitment. We will ensure all our recruitment and selection practices reflect this commitment.
- The post holder is responsible for ensuring that all Inclusion Hampshire child protection policies are adhered to and concerns are raised in accordance with these policies.
- This post is subject to an Enhanced DBS check. As with all posts, the successful applicant will be required to provide proof of their right to work in the UK and, if they have lived abroad, overseas police clearance/s will need to be sought.
- Inclusion Hampshire is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, gender, gender identity or expression, sexual orientation, disability or age.

Working Conditions:

Job Characteristics

Term time only

Working with young people aged 11 years +

Working with young people with special educational needs

Working with young people with mental health needs

First floor environment with stairs access only

Display Screen Equipment

Laptop

Transport: You must be able to meet travel requirements of the post

To apply:

For an informal chat about the role, please call Matthew Atkinson on 01256 760800.

Please send your CV and a covering letter detailing why you would be suitable for the role to Emma Barnard, Business Manager:

By post to: Inclusion Hampshire, Office 5 The Clock Tower, Chineham Shopping Centre, Basingstoke, Hampshire. RG24 8BQ

Or by e-mail to: emma.barnard@inclusionhampshire.org.uk

Closing date for applications is 22nd October 2021 and Interviews will be held on Tuesday 2nd November 2021.

Inclusion Hampshire is a Charitable Incorporated Organisation, registered no. 1162711
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