

Job Summary & Person Specification

Job Title:	Post 16 Support Worker
Organisation:	Inclusion Hampshire (role to be based at Inclusion College, Hook)
Salary:	£16,000pa 37.5 hours per week, term time only.

Do you want to make a difference, do you have the empathy, care and patience to help young people to learn and gain qualifications? Can you help support young people with their mental health and wellbeing?

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

Inclusion Hampshire are looking for a Support worker to support delivery and enhance a curriculum designed around the needs of its learners. We provide our learners with a small and nurturing learning environment that emphasises progress and personal development on their own terms, rather than focusing on externally driven targets and enforced progress.

Main Responsibilities:

- Develop positive and supportive relationships with learners to support their needs
- Creatively engage, encourage and support learners to participate in learning
- Differentiate tasks, implement varied teaching styles and liaise with other staff and managers to develop bespoke strategies to meet the social, emotional and academic needs of learners
- Support learners to progress towards personal and academic goals, including exploring pathways
- Support small group of learners and 1:1 dedicated social skills sessions and mentoring
- Support the Head of Provision and teachers in group sessions
- Mark work and provide feedback to learners
- Complete daily evaluations, maintain registers and other records
- Contribute to learner progress reports for managers when attending meetings with schools, parents and other agencies.
- Prepare the learning environment for the following session
- Attend all session briefings, case reviews and meetings with managers to keep up to date with individual learner progress
- Attend regular supervision and appraisal meetings with line manager in line with personal development goals

- Working towards further qualifications such as Level 3 Education & Training (if not already achieved) or other relevant qualifications as identified with manager
- Attend all safeguarding and child protection training and be aware of Inclusion Hampshire procedures at all times
- Adhere to Inclusion Hampshire policies

Person Specification

Essential

- Recent, relevant experience of learning support, tutoring or teaching or working with young people.
- Knowledge of safeguarding and promoting the welfare of children
- Experience of applying safeguarding and child protection policies and procedures
- Awareness of influencing factors and issues facing vulnerable young people and families (e.g. disadvantage, poverty, disability)
- Understanding of the needs of young people with emotional and / or behavioural difficulties and the impact of home and community
- Knowledge of SEN including Autism and Dyslexia and social skills teaching
- Knowledge and awareness of Mental health issues and support
- Have a creative approach to engaging young people
- Experience of direct work with children and young people
- Ability to listen and communicate effectively with children and young people
- Ability to build positive, trusting relationships with young people conducive to a learning environment
- Ability to work as part of an inclusive, hardworking team
- Ability to clearly and accurately record information using a good standard of writing and IT skills
- Commitment to the provision of high quality services and equality of opportunity
- Understanding of curriculum management and the relevance of alternative curriculum to engage reluctant learners

Desirable

- Learning support qualification, Level 3 Education & Training, PTTLs or HLTA
- Qualifications in the field of SEN including specific training relating to Autism and Dyslexia and social skills teaching
- Qualifications or training in the field of mental health
- Successful experience of reaching outcomes with learners with SEN/ emotional and / or behavioural difficulties
- Knowledge of child/young person development
- Knowledge of learning strategies and behaviour management
- Ability to adapt and differentiate teaching and resources
- Ability to work successfully with a wide range of services, agencies and individuals to achieve high quality outcomes for young people

Additional Information:

- To undertake other duties as reasonably deemed appropriate by the Head of Provision or the Chief Executive of Inclusion Hampshire
- 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.

Display Screen Equipment: Laptop

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

To apply:

_____ Please send your CV and a covering letter/email explaining your suitability for the role **by Friday 28th November 2021** to Emma Barnard, HR Manager, to the address below or by e-mail to: **emma.barnard@inclusionhampshire.org.uk**

Interviews will be held on Wednesday 8th December 2021 in Hook, Hampshire.

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