#

# BRIGHTON & HOVE CITY COUNCIL

# JIN 3302

**JOB DESCRIPTION**

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| **Job Title:**  | SEN Specialist Practitioner SEMH - BHISS |
| **Reports to:**  | Senior SEN Specialist Teacher - SEMH |
| **Department:** | Families Children & Learning  |
| **Section:**  | SEMH Team, Brighton and Hove Inclusion Support Service |

**Job purpose**

Work in partnership with school’s senior leaders and staff, parents, agencies, and children to explore the factors that can influence behaviour, to ensure that the needs of children and young people with Social, Emotional and Mental Health (SEMH) are fully understood and supported appropriately, at the earliest opportunity.

Utilise and model a variety of evidence-based city-sponsored approaches such as, ‘Emotion Coaching’ and ‘Being Attachment Aware’, and tools such as group discussions and interventions, to reduce fixed term exclusions and increase children and young people’s access to appropriate education.

Deliver solution-focussed thinking and advise on city protocol with regards to inclusive best practice.

**Principal accountabilities**

1. Work in partnership with schools, agencies and the wider BHISS team, providing early help and targeted support to identified children and young people with Social, Emotional and Mental Health (SEMH) needs, at the earliest opportunity.
2. Manage a caseload of schools and be the lead SEMH practitioner for referred cases. This will include undertaking assessments, agreeing an action plan based on need and agreed outcomes and review the plan regularly.
3. Through positive and assertive engagement, the post holder will offer a range of interventions and strategies; in collaboration with other BHISS colleagues and agencies, providing targeted support with a view to improving outcomes for children and young people.
4. Undertake direct work with pupils, if appropriate to further understand individual need through a targeted programme.
5. Design and deliver effective interventions that bring about significant positive change and enable personal development.
6. Set up and maintain accurate electronic records, reports, and case files that support statutory processes.
7. Support the development of a multi-professional model/approach for delivering earliest intervention for pupils with SEMH with the aim of reducing exclusion.
8. Work closely with key school staff, developing effective working relationships and strong communication systems, ensuring appropriateness of referrals and that each school is receiving the allocated support.
9. Act as a source of advice to schools, providing school staff with access to information and support as well as training.
10. Produce internal and external reports and data on request to schools, parents, agencies, and management.

**General accountabilities**

To co-operate in the implementation of the council Health and Safety policy. In particular: as set out in section 4.7 of the Health & Safety Policy:

* To take due care of their own health and safety and that of others, who may be affected by their acts and mistakes at work.
* To use equipment according to instructions
* To ensure that they do not use facilities and equipment recklessly or interfere with the safe use of equipment, materials, or systems.
* To report any unsafe act, or condition, any accident or incident according to Health and Safety Policy.
* Commitment to acquiring awareness and knowledge of Health and Safety policy and practice as it applies in their area of work.
* Ability to co-operate and adhere to Health and Safety Policy, practices, and instructions.

Your duties will be as set out in the above job description but please note that the council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job. You will be consulted about any proposed changes. The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

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**PERSON SPECIFICATION**

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### Essential Criteria

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| **Job related education, qualifications, and knowledge** | * Educated to degree level or attained a recognised professional qualification e.g. Education, Social Work, Youth Work Practice certificates, or equivalent level of knowledge gained through experience.
* Working knowledge of child protection/safeguarding and education legislation and procedures.
* An awareness of key psychological factors that can influence a child’s behaviour and the appropriate positive management techniques, including knowledge of trauma informed ways of working and positive behaviour management.
* Working knowledge of issues of inclusion, especially within a mainstream educational setting.
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| **Experience** | * A wide variety of experience of working with children, parents, and teachers in an education setting.
* Significant experience of working with, planning for, and delivering high quality bespoke interventions for children in a mainstream education setting who display SEMH needs.
* Experience of multi-agency working.
* Experience of a range of tools and resources to support learning and behaviour.
* Experience of using the SEN Code of Practice, positive behaviour management, emotional regulation, solution focused skills, trauma-informed ways of working and being attached aware.
* Experience in the development and delivery of a range of training courses.
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| **Skills and abilities** | * Ability to listen, synthesise a situation and work co-operatively and collaboratively in a multi-disciplinary team, to formulate informed solutions that draw from theoretical frameworks.
* Understanding of the potential barriers to learning that children with SEMH display, to empower and enable children to make changes.
* Ability to offer work discussion groups and reflective spaces for staff.
* Ability to liaise sensitively and effectively with parents and carers.
* Ability to build effective working relationships with all pupils and colleagues across a wide range of education settings.
* The ability to be creative, think and communicate clearly.
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| **Health and safety knowledge** | * Commitment to acquiring awareness and knowledge of Health and Safety policy and practice as it applies in their area of work.
* Ability to co-operate and adhere to Health and Safety Policy, practices, and instructions.
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| **Equalities** | * Ability to demonstrate a commitment to the principles of Equalities and to be able to carry out duties in accordance with the council’s Equalities policy.
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| **Other requirements** | * The role is peripatetic and requires you to travel across the city, often to more than one school setting per day.
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