



All Saints'
Academy
Cheltenham

Application Pack
Mental Health
Higher Level Teaching Assistant



Where every member of our extended family realises their God-given potential, inspired by **John 10:10**.
Jesus said 'I have come so you may have life in all its fullness'.





All Saints'
Academy
Cheltenham



www.asachelt.org

All Saints' Academy, Cheltenham, Gloucestershire.
Interim Principal: Mr Liam Wilkinson

Mental Health HLTA

Start date: As soon as possible.
Salary: Grade 6 Points 15-20 £27,803 - £30,296 pro-rata
Hours of work: 35 hours per week/ Term Time plus one week for Inset days
Contract: Permanent
Closing date: 9.00am, Monday 29 April 2024

We are looking for an outstanding HLTA to work closely with the Senior Leader of Learning Support and Inclusion with the deployment and tracking of support for students within the SEMH learning centre.

Ideally the successful candidate will hold a HLTA qualification or be working towards this, but applications will be considered from unqualified applicants and those with relevant mental health qualifications.

The post holder will also support our Senior Leader of Learning Support and Inclusion in the daily management and running of the Learning Support area.

All Saints' Academy is one of the best GCSE performing non-selective secondary schools in the Cheltenham and Tewkesbury area, and it has been for a number of years now.

Our second Good Ofsted judgement reported:

- All Saints' Academy is an inclusive school.
- Leaders and directors have been successful in improving pupils' life chances by ensuring that they have achieved well in recent years.
- Staff hold fast to the school's values and ethos, which unite them in their drive to improve standards.
- There is a clear determination to support pupils and their families to overcome barriers.

Ofsted 2018

Sponsored by the Anglican Diocese of Gloucester, we are an Academy serving at the heart of our local community. All Saints' Academy has a Life Vision, 'Where every member of our extended family realises their God-given potential, inspired by John 10:10. Jesus said, 'I have come so you may have life in all its fullness'.

We are an inclusive Church Academy who welcomes applications from all denominations and those of none.

What we offer:

- The Academy is in an attractive new building, within easy access to Cheltenham, Tewkesbury and the M5 with onsite catering facilities
- Entry into the Local Government Pension scheme
- Free access to the onsite gym facility
- Access to our Employee Assistance Scheme
- Free onsite parking including Electric car charge points

The Academy is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Shortlisted candidates will be subject to an online search in line with Keeping Children Safe in Education 2022 recommendations. Successful applicants will be subject to enhanced DBS clearance.

To apply for this role please complete an online application form through the Academy website www.asachelt.org If you have any questions regarding this vacancy please contact Mrs Katie Jordan, HR Manager at hr@asachelt.org

All Saints' Academy is committed to ensure that all applicants and employees are given equal opportunities and that no applicants or employees are discriminated against on the basis of gender, gender reassignment, race, disability, pregnancy or maternity, sexual orientation, marital or civil partnership status, age or religion and belief.

Job Description



Post Title: Mental Health Higher Level Teaching Assistant (HLTA)

Reporting To: Senior Leader of Learning Support and Inclusion

Key Activities

Lead in the following areas:

- Designing, implementing and reviewing SEMH interventions. This will involve 1:1 work, group work for anxiety, bereavement, social skills, anger management, healthy relationships and other identified and emerging needs.
- Organising and tracking of SEMH intervention across KS3 and KS4 for the children within the centre, and children experiencing mental health needs.
- Ensuring data is collated for all intervention programmes.
- Collaborate with teaching staff so students are able to access learning.
- Support Senior Leader of Inclusion and Wellbeing to oversee provision within the SEMH learning centre.

Future responsibility:

- To have an understanding of the underlying causes related to SEMH needs and how they present in classroom environments.
- To have sound subject knowledge in discussing the relative motivators of attachment, neurobiology, adverse childhood experiences, speech and language delays and the impact of early childhood trauma on a pupil's capacity to learn.
- Attend parent meetings if requested by Senior leader of Inclusion and Wellbeing / Leader of Pastoral Support.
- To support with the monitoring of the provision and outcomes for pupils with an Education and Health Care Plan (EHCP) or on a Myplan/Myplan Plus for SEMH.
- Work closely with other Centre Leads and Senior leader of Inclusion and Wellbeing to ensure there is a shared ethos and vision with a consistent approach to implanting a high-quality provision for SEND children at All Saints' Academy.

Apply the Academy's behaviour and standards policies and report any difficulties via the established procedure.

Liaise regularly with the teacher and/or take part in planning meetings, inset days and any other meetings as required.

Build positive relationships with both students and staff.

To take part in enrichment and specialism activities, as may be required.

To promote the acceptance and inclusion of all students, encouraging students to interact with each other in an appropriate and acceptable manner.

To provide regular feedback on the students' learning and behaviour to the teacher.

Undertake social time supervision including after school clubs if requested.

Accompany teachers and students on educational visits.

To attend Academy/department meetings to contribute to the discussions about individual students as required.

Accountability

Ensure appropriate support to staff and students is provided.

Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection. Reporting all concerns to the appropriate person.

Other Specific Duties

All support staff will be expected to accept reasonable flexibility in working arrangements and the allocation of duties, in pursuance of raising student achievement and effective team working. Support Staff will also:

- model the ethos and vision for the Academy.
- to continue personal professional development as required
- to actively engage in the performance review process
- support whole Academy acts of worship and prayer for the day.

It is important that all staff recognise that they are an integral part of the Academy and have a duty to contribute to its overall effectiveness both within their specific areas and beyond.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Principal, to undertake work of a similar level that is not specified in this job description and to undertake all duties reasonably requested by their line manager in a manner consistent with the vision of All Saints' Academy.

The academy will endeavour to make any necessary 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.

Higher Level Teaching Assistant

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> English and Maths GCSE Grade C/ Level 4 or above HLTA qualification/mental health qualification or willingness to work towards 	<ul style="list-style-type: none"> Level 3 qualification relevant to Supporting Children in the Classroom ELSA qualification Counselling qualification
Experience	<ul style="list-style-type: none"> Experience of delivering supportive programs for pupils with SEMH needs, including 1:1 and small group work. Experience of supporting and advising others on suitable interventions and strategies. Experience of working with outside agencies and participating in meetings. Experience of working closely with families/carers. Experience of having an outcome focused approach. 	<ul style="list-style-type: none"> Experience of working with children with SEMH needs.
Skills	<ul style="list-style-type: none"> Ability to remain calm and patient in a variety of classroom and learning situations. Ability to inspire and support young people. Show initiative and approach challenges with a positive attitude. Use data effectively to assess prior attainment and track progress. 	
General	<ul style="list-style-type: none"> Flexible and enthusiastic attitude Clear ability to relate to young people. A commitment to a positive culture of learning. Resilience to support and find ways to develop young people. Excellent communication skills. 	<ul style="list-style-type: none"> Have ideas that you can turn into practice. Ability to be part of a team. Ability to self-review effectively and set appropriate targets. Willingness to participate in school trips.