



Northumberland Church of England Academy Trust

JOB DESCRIPTION

JOB TITLE: Thrive Primary Practitioner
SALARY: Band 4 (Range: 7-11)
RESPONSIBLE TO: The Headteacher/s

Northumberland Church of England Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The Trust will provide an environment in which the personal attributes, strengths and academic excellence of staff will enable the creation of opportunities for all to develop their potential to the full; creating confident, independent, versatile and successful adults, equipped with the skills and values to meet the challenges of a changing society and to provide the best possible educational foundation for life.

It is essential that the post holder actively supports the vision and ethos of the Northumberland Church of England Academy Trust.

PURPOSE OF JOB:

The purpose of this role is to work under the direct instruction of teaching/senior staff, to support access to learning for children with emotional and/or behavioural issues and provide general support to the teacher in the management of pupils and the classroom, including preparation, and routine maintenance of resources/equipment.

Work under the guidance of the Headteacher/s of the school and within an agreed system of supervision. Contribute to the standards agenda by working with at risk children and their families to engage them in their child's learning and development, resulting in improved attitudes to learning and behaviour and improved attainment.

DUTIES, RESPONSIBILITIES AND KEY RESULT AREAS:

Support for Children and their families

1. Liaise with Headteacher/s/SLT as appropriate to identify learners most at risk within each key stage
2. Work with relevant staff to develop and implement programmes and interventions, such as Outcome Stars, Thrive, to support improved attendance, behaviour and attitudes to learning
3. Work with relevant staff to assess the progress made by individual learners as a result of these programmes
4. Support individual children and families in understanding the policies and procedures of the Trust and in meeting expectations in relation to behaviour, attendance and attitudes to learning
5. Contribute to the improvement in the social, emotional and personal needs of learners to enable to achieve their full potential
6. Implement plans and deliver individualised programmes of support for children to develop their emotional literacy (using Thrive), including:
 - awareness of own and other people's emotions
 - development of an increased range of emotional vocabulary
 - management of stress, grief, anger and conflict
 - development of social interaction skills
 - development of ability to initiate and maintain friendships
 - promotion of a realistic self-concept and good self-esteem
7. Implement plans and deliver programmes of support to small groups of children to develop social and friendship skills
8. Provide lunchtime and playtime Thrive support for targeted children
9. Be a daily contact point for parents when school starts (be present on the school yard)
10. Provide one to one support for parents/carers to enable them to more effectively support their children and their education and to identify any issues or concerns which are impacting on their behaviour or learning. Signpost them to other sources of support as appropriate
11. Maintain accurate records of interaction with learners and their families
12. Be responsible for coordinating Thrive within the school
13. Share knowledge and ideas from training sessions with other staff as appropriate

Support for staff

1. Work with relevant staff to support the induction of new children and families
2. Provide appropriate information and reports as required by senior staff and keep accurate records
3. Mentor for student social worker

Support for the Trust

1. Participate in appropriate training and keep up to date with changes in the parenting agenda
2. Comply with all school and Trust policies relating to:
 - Health and Safety
 - Equal Opportunities
 - Child Protection
 - Confidentiality and data protection.
 - E-Safety
 - Staff and Pupil Code of Conduct
3. Work in such a way as to promote the ethos and vision of the school
4. Assist with the management of children outside the classroom e.g. lunch times and outside the school e.g. school trips as directed by senior staff
5. Attend briefings and meetings as required

WORK ARRANGEMENTS:

Transport requirements:	Own transport is required
Working patterns:	Normal working hours but flexible when necessary
Working conditions:	Normally indoors/ Within the Academy or visiting families at home

The person undertaking this role is expected to work within the policies, ethos and aims of the school and to carry out such other duties as may reasonably be assigned. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed. You may be required to carry out additional duties commensurate with the level of the role, this may involve change of schools as and when required, based on needs.



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PERSON SPECIFICATION

Post Title: Thrive Primary Practitioner	Essential	Desirable
Knowledge and Qualifications: <ul style="list-style-type: none"> Working at NVQ Level 3 in supporting teaching and learning or equivalent 5 or more GCSE Grade C or above (including Maths and English) or equivalent. 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	
Experience: <ul style="list-style-type: none"> Possess a keen interest in communication impairments or problems Experience of keeping succinct records of involvement Can demonstrate experience of planning and providing programmes of support that incorporate variety, interest and pace. Experience of gaining the confidence of children who are behaviourally challenging or socially withdrawn. 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	
Skills and Competencies: <ul style="list-style-type: none"> Must have a caring and understanding approach Able to work independently and show initiative or as part of a team Strong communication and listening skills Good time management and organisational skills Have a warm personality and be able to stay calm under pressure Demonstrates good interpersonal skills with children and adults Enjoys learning 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	
Physical, mental and emotional demands: <ul style="list-style-type: none"> Commitment to helping provide a high quality service to children and families 	<p style="text-align: center;">✓</p>	
Other: <ul style="list-style-type: none"> Willingness to participate in training and development 	<p style="text-align: center;">✓</p>	