



Job Description

Job Title	Therapeutic Interventions Officer
Grade	Scale 6
Hours	36 hours per week TTO + INSETS
Responsible to:	SEMH Manager
Responsible for:	No one

Job Purpose

To support the aims and objectives of the school and the engagement, learning and achievement of targeted pupils by working with them and their parents/carers, individually or in groups. Targeted pupils will mostly be referred via HOYs or members of the Senior Leadership Team or FAP and there will be various fora for discussion and decision-making about these pupils and then to create, provide and support with intervention in the mainstream and OAK provisions.

To deliver and evaluate a range of therapeutic interventions which support pupils with a range of social, emotional and mental health needs and who are attending the OAK provision or the mainstream school. The objective of the interventions is to support a pupils and help them reintegrate back into school or a more suited provision if necessary.

The range of issues addressed through home school support work will span:

- The common barriers to pupil learning and achievement, including, for example, attendance, punctuality, poor behaviour and school induction and transition
- Parenting skills, and parent and family education
- Parent and community engagement
- Outreach with hard to reach groups or for particular specialist groups
- Parental advice, information and representation including signposting local services

Main Responsibilities

- Working with others, identify those pupils who would benefit most from home-school support and, draw up and implement an action plan for each parent/carer/family with the HOY or referring staff member.
- To improve attendance of identified pupils from the mainstream and or the OAK provision and evidence the impact of the interventions used.
- To provide therapeutics interventions and activities to key pupils in the mainstream school and the OAK provision.
- To help pupils to engage with the school or provision, home / school visits will be necessary on a regular basis.
- To work in partnership with a Multidisciplinary team to ensure the safety and wellbeing of pupils in your care.
- To support with reintegration back into mainstream or help to induct them to respite.
- The role may include some supervision of pupils at break and lunch time. There will be some rota first aid and Internal Exclusion Unit supervision.

Specialist area - Interventions and targeted support:

- To establish, lead and design a range of intervention courses which meet the pupils needs
- To design and deliver a bespoke package of therapeutic interventions
- To lead on delivering therapeutic interventions and activities to key pupils in the mainstream school and the OAK provision.
- Deliver regular interventions with targeted pupils in both KS3 and KS4
- Track and report data to the Inclusion Manager, suggesting further support and actions required, including issuing reports and setting up meetings with parents
- Review and quality assure group work resources, ensuring they are current and relevant.
- Liaise with HOY/HOD regarding progress and provide relevant data
- Provision map to adapt intervention and support accordingly as well as feeding into whole school reporting systems
- Create reports and updates for SLT and Governors

- Keep accurate and up to date record of all interventions in place, ensuring this data is revisited allowing to measure impact
- Support staff when required with restorative conversations and ensure all restorative conversations occur
- Ensure all pupils that have been referred for support and intervention have a profile built and strategies shared with staff
- Keeping parents/carers updated through telephone communication or meetings with how the intervention is working
- Provide data and updates for weekly referral meeting
- Complete referrals for alternative provision and external agencies.

Supporting teaching and learning

- Walk around the school and be part of the on-call rota addressing live issues where learning is being disrupted.
- Be part of the on-call and IEU rota ensuring learning and teaching is not disrupted
- Investigate where pupils are missing lessons and report outcomes to relevant staff.
- Record any issues dealt with or where intervention was needed
- Ensure appropriate follow up takes place after any incident.
- Work with pupils to de-escalate and resolve conflict.
- Provide a restorative justice approach to resolving incidents.
- Investigate incidents and pass information to HOYs, HODs and SLT as required.
- Take a proactive role in and around the school to anticipate difficulties and take action to avoid incidents e.g. tackle poor corridor behaviour and supervise lesson changeovers.
- Work with teachers and negotiate with pupils to establish appropriate behaviour for learning.
- Liaise with the Inclusion Manager to consider strategies to reduce referral to the IEU and to ensure accurate intervention is given.
- Supervise the IEU as per rota and ensure all relevant procedures are followed with regards to paperwork etc.

Supporting pupils

- Establish productive working relationships with pupils, acting as a role model and setting high expectations.
Encourage pupils to reflect on their behaviour and find strategies to work through a challenging situation
- Consistently support pupils whilst recognising and responding to their individual needs.
- Mentor a small number of pupils to support them with challenging behaviour ensuring input is monitored, evaluated and reviewed. Through a series of intervention programmes and follow up.
- Encourage pupils to interact and work co-operatively with others and engage all pupils in activities
- Provide feedback to pupils in relation to progress and achievement.
- Intervene where necessary to ensure that pupils play and work together positively and co-operatively and encourage good behaviour.
- Support with behaviour CPD when necessary.
- Promote values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour.
- Liaise sensitively and effectively with parents/carers as agreed with the school and participate in feedback sessions/meetings with parents or as appropriate.
- Act as a key worker for allocated pupils monitoring their progress and day to day issues.
- Supporting inclusion Manger by attending and co-ordinating relevant paperwork.

The above-mentioned duties are neither exclusive or exhaustive and the post holder may be required to carry out other duties as required by the service.

School Vision and Ethos – Encourage, Challenge, Succeed

For Heathcote School staff in general:

1. to play a full part in the life of the school community, to support its distinctive vision and ethos and to lead staff and pupils in doing the same
2. to actively support the school's school improvement priorities
3. to adhere to relevant staff policies and the staff professional code of conduct as developed collectively by staff
4. to comply with the school's Health and Safety Policy and undertake risk assessments as appropriate
5. Always to perform duties in all elements of the role in a professional manner and with integrity, mindful of confidentiality as appropriate.
6. To provide cover for any member of the administration team in accordance with school priorities
7. To participate in appraisal reviews, in line with school policy.
8. To manage both internal and external relationships, striving for excellence in stakeholder satisfaction and to adhere to a high challenge, low threat philosophy.
9. To work effectively and successfully in your team within school. To participate in continuing professional development opportunities as identified through appraisal and ensuring ability to fulfil role effectively.
10. A great deal of the information and work dealt with is, of necessity, confidential, and it is important that none of this information is disclosed to any unauthorised person, and that is dealt with discreetly and with integrity.

To be alert to issues of safeguarding child protection ensuring that the welfare and safety of children attending the School is promoted and safeguarded and to report any child protection concerns to the designated Safeguarding Lead using safeguarding policies procedures and practice.

To adhere to the Whistleblowing Policy

Name of post holder

Signature

Date