

**Vacancy - SEMH Practitioner**  
**Grade 4, SCP 5-11 – £23,500 - £25,979 FTE**  
**Actual £20,577 - £22,747**

Term time only, 37.5 hours per week

**About us**

WMG Academy Coventry/Solihull is a thriving 'business like, business led' academy for aspiring young Engineers in key stage 4 &5, emphasising science, technology, engineering and maths, offering GCSEs including core subjects and A Levels or Technical qualifications or both. The career-based education on offer engages students, helping them find their niche, reach their potential and kickstart a career in the real world.

From the business dress to the structure of days, as well as opportunities to work with companies on real-life projects, parents see their child's confidence grow and their employment potential soar.

**Who we're looking for**

Someone who can work closely with an identified group of students and young people, with SEMH and identified additional needs to achieve their potential by providing support to overcome barriers to learning both inside and outside the academy.

**Support for Students**

- To work as part of the Inclusion and Pastoral teams to ensure the welfare of pupils attending the academy, with a particular focus on pupils with SEMH
- Develop a holistic approach to meeting Social, Emotional and Mental Health needs, enabling learners to make good progress by working with teachers, other support staff, families and external agencies.
- Assist with the development and implementation of inclusion passports/behaviour plans, risk assessments
- Promote the inclusion and acceptance of all students.
- Set challenging and demanding expectations and promote self-esteem and independence, to help students develop resilience and independence, both learning in lessons and forming positive relationships with peers and staff.
- associated administration and liaison
- To develop and enhance expertise in supporting students with complex social, emotional and mental health needs by attending training and working alongside relevant internal and external professionals.
- To plan, prepare and deliver interventions according to need
- Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives, providing feedback and reports to teachers to provide evidence of the range and level of progress and attainment
  
- To undertake appropriate professional development including adhering to performance appraisal policy and other staff policies;
- Attendance at appropriate staff meetings and parent's evenings;

- To liaise with the Business Engagement and Student Destinations Manager to identify students who have a higher or more urgent need for CIAG.
- support parents, teachers and the wider organisation as necessary to achieve role objectives.

**You will have:** (list as appropriate)

- 5 A\*- C (or 9-4) grades at GCSE including English and Maths
- L3 qualifications or equivalent qualification or experience in a relevant discipline
- Experience of working with young people demonstrating SEMH issues and/or dealing with disadvantaged circumstances
- Good IT skills, communication skills, mature approach, organisation skills, professional and exceptional people skills including empathy.
- Evidence of continuous professional development.
- A commitment to safeguarding.

### **What we can do**

Professional development is key to our ongoing success, so we continually invest in our employees through our learning and development opportunities, mentoring and progression opportunities across academies and engaging with our team of leading education experts.

We can also offer you a range of benefits, including competitive salaries, hybrid working where this is appropriate, flexible working, pension scheme and generous holiday entitlements.

### **Key Dates**

Application Closing Date & Time: Sunday 14<sup>th</sup> January 2024

Interview Date(s): Week commencing 22<sup>nd</sup> January 2024

Proposed Start Date: ASAP

### **Application Process**

To apply for this vacancy please use the 'Apply for job' link below/complete the Application Form fully and return this to Julie Bird at [solihullrecruitment@wmgacademy.org.uk](mailto:solihullrecruitment@wmgacademy.org.uk)

You should ensure your application form and supporting statement address all elements of the person specification. We will only consider candidates who meet the vast majority of the essential criteria outlined in the person specification.

### **Our Commitment**

WMG Academy is committed to safeguarding, safer recruitment and promoting the welfare of pupils. Our comprehensive recruitment and selection processes aim to discourage and screen out unsuitable applicants. Successful candidates are subject to rigorous pre-employment checks. You will be required to provide evidence of identity, right to work in the UK, complete an enhanced DBS

clearance and provide proof of professional qualifications. Online searches will be carried out as part of the recruitment process.

We are equally committed to eliminating discrimination and encouraging diversity. We aim for our workforce to be representative of society and that each employee feels respected. We oppose all forms of unlawful and unfair discrimination.