Inclusion Support Worker

Overview
The Inclusion Support Worker will play an important role in supporting the welfare, wellbeing and inclusion of pupils at Stoke Mandeville Combined School.

Working closely with the Headteacher/Designated Safeguarding Lead, Senior Leadership Team, and wider staff team, the postholder will provide targeted support for pupils, particularly those experiencing social, emotional and mental health (SEMH) difficulties or facing additional barriers to learning.

The role will have a strong focus on pastoral care, family engagement and early intervention. The postholder will build positive relationships with children and families, act as a key point of contact for families requiring additional support and contribute to the school's early help response.

The postholder will deliver a range of planned and responsive interventions to support children's emotional wellbeing, social development, positive relationships and engagement in learning. They will also work alongside the school's Mental Health Lead to promote positive mental health and wellbeing.

As a member of the school's safeguarding team, the postholder will undertake Deputy Designated Safeguarding Lead responsibilities, following appropriate training and working alongside the DSL and wider team to promote a strong culture of safeguarding.

This is a varied role requiring flexibility, initiative and the ability to respond sensitively to the changing needs of children and families.

About us
Stoke Mandeville Combined School is a well-established village school close to Aylesbury. We are a one form entry primary school with an attached Additional Resourced Provision (ARP) for children with hearing loss. At Stoke Mandeville Combined School we have developed the use of the 3Rs as our values system. These are Responsibility, Resilience and Respect. We encourage children to understand the meaning of these values and apply them to their everyday lives.

Our last Ofsted Inspection reports states:

"Pupils achieve well because they find lessons increasingly engaging and challenging"

"Teachers' subject knowledge is consistently strong"

"There is a strong sense of community at the school"

Our mission is to provide the highest quality all round education for each and every child. Above all, we are a great local school providing high quality education for local families.

About the role

This role would suit an individual from a range of professional backgrounds, including education, children's social care, family support, mental health, youth work or community-based services. We welcome applications from candidates who have experience of supporting children and families, particularly those with social, emotional and mental health needs, and who are passionate about improving outcomes for children through early intervention, pastoral support and inclusive practice.

The successful candidate will demonstrate the knowledge, skills, experience and personal qualities required to support the school's inclusive ethos, promote children's emotional wellbeing and provide effective pastoral and family support.

About the candidate:

Essential Requirements

Experience

- Works well with children and young people in educational or pastoral settings
- Supports children with social, emotional and mental health needs
- Builds positive, trusting relationships with children and families
- Delivers targeted interventions for emotional wellbeing and engagement

Knowledge

- Sound understanding of safeguarding and child protection
- Understands children's SEMH needs and trauma-informed approaches
- Knowledge of strategies for emotional regulation and resilience
- Understands early intervention and collaborative working with families

Skills

- Establishes trusting relationships with vulnerable children
- Communicates sensitively with parents, carers and professionals
- Maintains accurate, confidential safeguarding records
- Recognises when to escalate concerns and follows procedures
- Works collaboratively as part of a team

Personal Qualities

- Calm, empathetic and non-judgemental
- Committed to inclusion and ensuring every child feels safe and valued
- Discreet, maintains confidentiality and exercises professional judgement
- Flexible and responsive to changing needs
- Willing to undertake safeguarding and Deputy DSL training

Please see the attached Job Description and Person Specification for more information about this role.

Other Information

Bucks Pay Scale Range 3 *(between £29,114-£31,230)*

20 hours per week. Part-time hours to be negotiated for the right candidate.

Please contact the School Office at office@smcs.org.uk to enquire about the role, or call on 01296 612371. Our website is available at http://www.stokemandeville.bucks.sch.uk

Closing date: ***12pm Friday 27th November***
Interviews on ***Wednesday 2nd December (morning)***

Please note: The school reserves the right to interview suitable candidates before these dates should an application form be received from a suitable candidate.

Stoke Mandeville Combined School has a responsibility for and is committed to safeguarding and promoting the welfare of children and for ensuring that they are protected from harm. The post is subject to an enhanced DBS and qualifications check. We welcome applicants from all the diverse range of cultures and all sections of our community.