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| **Job Title:**  Engagement Support Assistant**Base**: Cross College**Reports to:** Behaviour and Engagement Manager  |
| **Hours:** 36 hours per week, 38 weeks a year**Contract Type:** Support **Salary:** £26,174 per annum pro rata (actual salary £21,411 per annum)  |
| **Job Purpose** To support the learning and development of students with SEMH or behaviour support needs, helping them overcome barriers to learning. You will work alongside teachers and other staff to deliver tailored interventions, lead small group and individual support sessions, and promote positive emotional well-being and behaviour across the college.  |
| **Key Responsibilities** * Plan, deliver, and assess structured interventions for students with SEMH or behaviour needs, under the direction of the Behaviour and Engagement Manager
* **Classroom Support:** Assist teachers in managing behaviour and maintaining a positive learning environment.
* **One-to-One Support:** Work closely with individual students who have behavioural difficulties, helping them stay focused and engaged.
* **Behaviour Management:** Implement strategies to de-escalate challenging behaviour and promote positive choices.
* **Emotional Support:** Build trusting relationships with students, offering encouragement and emotional regulation support.
* **Progress Monitoring:** Track student progress and behaviour, reporting to teaching staff and wider support teams.
* Lead small group and one-to-one sessions focusing on emotional regulation, resilience, social skills, and behaviour management.
* Promote positive behaviour and emotional regulation strategies
* Foster positive relationships with students, acting as a key adult where appropriate, to encourage trust, consistency, and engagement.
* Support with of reviewing Student Expectation Agreements (SEA) and Individual Wellbeing Plans.
* Contribute to a calm, positive, and safe environment for all students, using de-escalation techniques and restorative approaches.
* Deliver or assist with therapeutic interventions such as Zones of Regulation, ELSA programs, or Trauma-Informed practices.
* Actively promote the DCGs ethos of inclusion, respect, and resilience.
* Proactively promote and comply with all relevant College practice, guidelines, policies and procedures, and legislation, including but not limited to: Safeguarding, Equality and Diversity, Health and Safety, and Data Protection.
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| **Person Specification**  |
| **Competencies** **Essentials** * Understanding of emotional regulation strategies and deregulation
* Ability to plan, deliver and evaluate interventions independently
* Excellent communication and interpersonal skills
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| **Knowledge & Experience** **Essential*** Experience supporting student with SEMH and behaviour support needs for post 16 students in a classroom environment
* Experience working with students in small groups, independently and in a classroom setting
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| **Qualifications****Essential** * English and maths grade 4 or above
* L3 vocational qualification
* Mental Health First Aider or willing to work towards

Desirable* Coaching or mentoring Qualification
* Higher Level Teaching Assistant
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