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| **Job Title:** Resilience Coach  **Reporting to:** Resilience Coordinator  **Base**: Broomfield Hall (with travel across sites if needed) |
| **Hours:** 37 hours per week, 52 weeks per year  **Contract Type:** Delivery  **Holidays:** 20 days per year (subject to service increases of 5 days after 5 years); plus 6 College closure  days per year where applicable and 8 statutory days  **Salary:** £26,174 per annum. |
| **Job Purpose**  The Resilience Coach will provide tailored mental health and wellbeing support to post-16 students with special focus on students with SEND, SEMH and low-level mental health, empowering them to develop coping strategies, resilience, and emotional intelligence.  The role involves working closely with students, staff, and external agencies to foster a supportive and inclusive environment that enables students to thrive academically and personally. |
| **Key Responsibilities**  •Provide one-to-one and small group coaching to students, focusing on building resilience, self-esteem, and emotional regulation skills.  •Develop and implement wellbeing strategies to support students facing mental health challenges, including anxiety, stress, and low mood.  •Offer early intervention support for students at risk of disengagement due to mental health concerns.  •Work collaboratively with the wider support teams to ensure a holistic approach to student wellbeing.  •Deliver workshops and training sessions on mental health awareness, stress management, and coping strategies.  •Support students in developing independent self-help techniques and accessing appropriate resources.  •Signpost and refer students to external mental health services when necessary.  •Keep accurate and confidential records of student interactions in line with safeguarding and GDPR requirements.  •Contribute to the development and implementation of mental health policies and initiatives within the institution.  •Participate in professional development and training to stay updated on best practices in student mental health support.  •The focus is working with students on Pathways and Aspire students |
| **Person Specification** |
| **Competencies**  **Essential**  **•**Experience working with young people, particularly those aged 16-19, in a pastoral or wellbeing capacity.  •Knowledge of mental health issues affecting post-16 students and appropriate interventions.  •Strong coaching, mentoring, or counselling skills.  •Ability to build rapport and maintain professional boundaries with students.  •Excellent communication and active listening skills.  •Understanding of safeguarding policies and procedures in an educational setting.  •Ability to work collaboratively as part of a multidisciplinary team.  **Desirable**  •Qualification in coaching, counselling, psychology, or a related field.  •Experience delivering workshops or training sessions on mental health topics.  •Familiarity with external mental health services and referral pathways.  •Understanding of SEND and how it relates to mental health support. |
| **Knowledge & Experience**  **Essential**  **•**Frameworks, regulations and requirements of the sector and how these relate to the role  •SEND code of practice  •Recent relevant experience of supporting students or a willingness to learn  •Equality act 2010  •Education Inspection Framework  •Familiarity with external mental health services and referral pathways.  •Experience working with young people with SEND and SEMH, in a pastoral or wellbeing capacity.  **Desirable** |
| **Qualifications**  **Essential**  •Level 2 English  •Level 2 Maths  •Qualification in resilience, mental health or another relatable qualification at L3/4 (or equivalent) or above  **Desirable:**  •Teaching qualification – Level 3 or above or willing to work towards  •Level 2 in ICT related qualification |