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| **Job title:** Specialist Practitioner – Trauma Informed**Reporting to:** Vice Principal, Student Experience and Pastoral Support**Base:** Cross College |
| **Hours** 30 hours per week, 52 weeks per year**Contract Type** Support – 12 month Fixed Term Contract**Holidays** 20 days per year subject to service increases (5 days increase after 5 years); plus 6 College closure days per year where applicable and 8 statutory days**Salary** £31,035 per annum |
| **Job Purpose**To lead and deliver trauma-informed support strategies that enhance the emotional wellbeing, engagement, and academic progress of students with Social, Emotional, and Mental Health (SEMH) needs. The role focuses on trauma-informed practice, personalised intervention planning, and collaborative working with internal and external stakeholders to ensure students are supported to access learning and achieve positive outcomes. |
| **Key Responsibilities****1. Trauma-Informed Student Support*** Provide 1:1 and small group mentoring using trauma-informed and neurodiversity-affirming approaches.
* Deliver 1:1 and small group resilience-building sessions to support behaviour, emotional regulation, and social skills.
* Act as a consistent, trusted adult for identified students, supporting emotional regulation and resilience.
* Develop and implement personalised support plans that address behavioural and emotional developments.
* Support students in re-engaging with learning and building positive relationships within the college community.

**2. Personalised Planning and Intervention*** Develop and implement personalised learning and support plans in collaboration with curriculum and support teams.
* Design and deliver targeted interventions that promote emotional wellbeing, social skills and self-regulation.
* Develop and implement personalised support plans in collaboration with students, teaching and support staff.
* Implement specific behaviour programmes and be involved in the monitoring, review, and evaluation of these.
* To support teachers in the setting of realistic and achievable targets for behavioural improvement, advising on suitable and consistent strategies and approaches for achieving the identified target.

**3. Monitoring, Evaluation and Reporting*** Monitor student progress and adapt strategies to support engagement and achievement.
* Monitor and evaluate the impact of interventions, maintaining accurate records and contributing to reviews.
* Maintain accurate records of interventions, progress, and impact.
* Produce reports on identified students as necessary and contribute to the annual review of those with an EHCP plan/ Mental Health Safety plans.
* Keep records of work undertaken and provide feedback to students, parents, and other professionals.

**4. Collaborative Working*** Work closely with pastoral, safeguarding, and SEND teams to ensure a holistic approach to student support.
* Liaise with external agencies, parents/carers, and professionals to coordinate support and interventions.
* Liaise with families, carers, and external professionals to ensure holistic support.

**5. Whole-College Development*** Contribute to staff training and development in trauma-informed and inclusive practices.
* Contribute to staff training and awareness around Autism, SEMH, and resilience strategies.
* Promote a culture of inclusion, safety, and emotional wellbeing across the setting.
* Implement the appropriate policies to support students with their learning and wider development.
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| **PERSON SPECIFICATION** |
| **Knowledge and Experience*** Passion for supporting young people with complex needs and barriers to learning.
* Strong understanding of trauma-informed practice and SEMH strategies.
* Excellent interpersonal and communication skills.
* Ability to work collaboratively across teams and with external partners.
* Resilient, reflective, and solution-focused approach.
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| **Skills and Abilities*** Strong interpersonal skills, with the ability to build positive relationships.
* Excellent organizational skills and the ability to prioritize tasks effectively.
* Strong written and verbal communication skills, including report writing.
* Ability to handle sensitive information with discretion and maintain confidentiality.
* Empathy, resilience, and the ability to remain calm under pressure.
* Experience of delivering personalised learning and support plans.
* Training in trauma-informed approaches or therapeutic education
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| **Qualifications****Essential*** English and maths GCSE Grade 4/C or above
* Hold a Degree Level qualification in Psychology, Counselling, Mental Health or Education

**Desirable*** Qualification in SEMH, Trauma Informed Education or Educational Psychology
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