

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services

Job Ref Number: 03621

Service Area: SEND

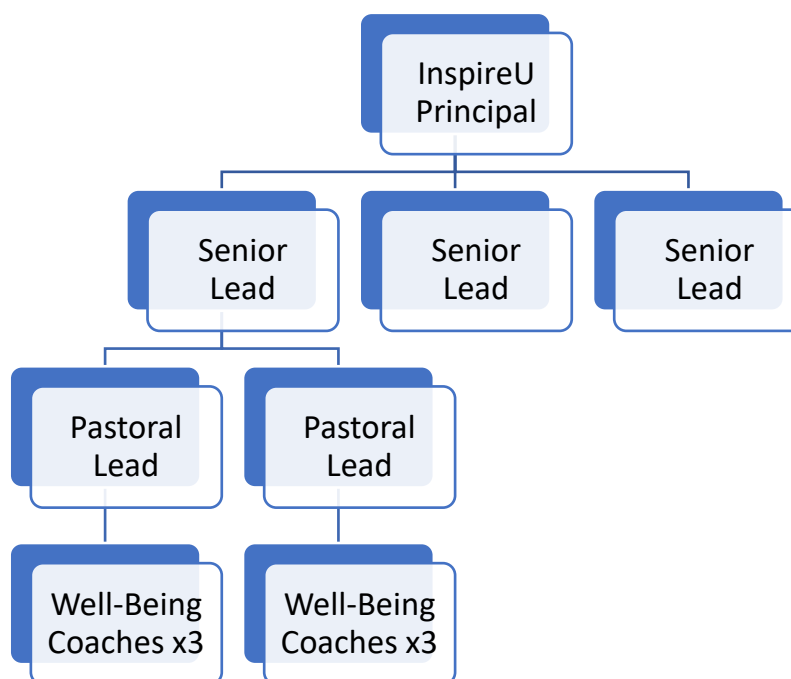
Grade: G5

Job Title: Well-Being Coach

PURPOSE OF JOB:

To work with individual young people having special or particular needs and to support them to understand and follow the Behaviour Policy.

TEAM STRUCTURE:



MAIN DUTIES:

1	Form effective, positive and appropriate working relationships with learners, create an atmosphere of trust and support, prioritising the safeguarding and wellbeing of all students.
2	To provide appropriate behaviour support for the targeted group and the individual students, thereby removing the barrier to accessing learning and increase participation and engagement in program of study.
3	Support Pastoral Lead with management of incidents including data and recording of incidents, liaising with parents/carers/agencies as appropriate.
4	Supporting the management of incidents including taking statements and reviewing CCTV footage in the event of an incident.
5	Work with support colleagues – Learning Support and Safeguarding and Pastoral team to support learners with positive engagement, behaviour, building reliance and promoting positive behaviour in line with policy and trauma-informed practice

6	To give positive encouragement, feedback and praise to reinforce and sustain the learner (s) efforts and develop self-reliance and self-esteem
7	Support tutors to in promoting independent working and employ strategies to recognise and reward achievement.
8	Promote student mental and physical wellbeing
9	Record and monitor student behaviour strategies in line with the Behaviour Policy.
10	Develop and carry out interventions with learners in 1-1's, groups and relevant settings to bring about a positive change with challenging behaviour.
11	Develop, identify and share effective strategies that have been successful in meeting the needs of individuals and particular groups of learners with tutors, and wider college staff to promote effective behaviour management and ensure consistency and continuation of good practice.
12	Support the attendance monitoring process for all sites.
14	Attend relevant training and/ staff development programmes.
15	Actively promote and embed equality and diversity, Core British values and the Prevent agenda.
16	Actively contribute to the County Council's and YPLP's safeguarding children and vulnerable adults' agenda.
17	Take full responsibility for ensuring the Health & Safety of the young people under your supervision.
18	Undertake any other duties consistent with the overall purpose of the job.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Ability to manage and support challenging learners.	A,I	x	
Experience of positive behaviour management and dealing with incidents.	A,I	x	
High level of organisational skills and the ability to prioritise.	A,I	x	
Ability to communicate effectively with colleagues and stakeholders to ensure the needs of learners are met.	A,I	x	
Ability to effectively engage with young people and build relationships which will enable them to assess and intervene to improve outcomes for educational attendance, educational progress, health, wellbeing and safeguarding.	A,I	x	
Experience of providing mentoring and mentorship to young people	A,I	x	
To have empathy with young people, approachable but with the confidence to assert authority when required.	A,I	x	
Experience of working under pressure, including handling difficult situations on your own and de-escalating them.	A,I	x	

Ability to reflect on own practice and have a positive approach to personal development.	A,I	x	
Ability to work in a flexible manner in order to respond to the challenging demands of working within a small education provision.	A,I	x	
Knowledge of the Equality Act 2010, Children and Family Act 2014, SEND Code of Practice, Adult Social Care Codes of Practice and other relevant legislation and government policy relating to education, training and employment for young people, including the benefit system.	A,I		x
Knowledge of the PREVENT Duty	A		x
Experience of working with challenging vulnerable and high needs learners.	A,I	x	
Level 2 Safeguarding	A		x
Mental Health First Aid Qualification	A		x
Level 2 Information, Advice and Guidance.	A		x

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Details:

Job Title	Well-Being Coach
Identifier	03621
Director Area	Children's Services
Service Area	SEND
Section	YPLP
Score	362
Grade	Grade 5

Factor Levels:

Supervision/Management Of People	1
Dispersal Awarded	No
Creativity & Innovation	4
Contacts & Relationships	3
Decisions - Discretion	2
Decisions - Consequences	2
Resources	1
Work Demands	2
Physical Demands	1
Working Conditions	1
Work Context	2
Knowledge & Skill	3