# Job details

Job title: Thrive Practitioner

Hours: 37.5hrs (8am to 4pm, Monday to Friday)

Contract type: Term Time and Permanent

Reporting to: SENCO

**Supporting the Student**

* Drawing on knowledge of various forms of SEN, to develop an understanding of the specific needs of the student(s) concerned.
* Develop a positive, significant relationship with the child so that the child has the necessary relational experiences that will reshape their brain circuitry.
* To develop methods of promoting/reinforcing student(s) self-esteem.
* Provide play and arts-based enjoyable experiences, both inside and outside, that give the child the chance to learn through experience rather than through cognitively based learning. This not only provides the repeated experiences that will grow different neural pathways but it also, importantly, teaches the child some different ways to express strong emotions in a safe way.
* Deliver 1:1, 2:1 and small group thrive sessions.
* Maintain the learning/nurture environment to provide safe, quality provision for pupils.

**Administration**

* To maintain pupil Thrive files including written assessments.
* Provide progress data, written reports and evidence to the senior leadership team upon request.
* Work with school leaders to ensure assessments are carried out, and analysed to best inform school improvement and planning.
* Work with curriculum leads to embed Thrive within the curriculum (planning and delivery remains the responsibility of the teacher).
* Assessing 1:1 screening/ action plans.

**Supporting the wider school community**

* Work alongside the Family Liaison Officer and parents/ carers to deliver or support action plans outside school.
* To work with other agencies/ professionals, in liaison with the appropriate school staff, to support the achievement and progress of pupils.
* Deliver staff training in order to implement and embed the Thrive model across the school.
* Support staff to carry out assessments and implement action plans, both whole class and individual.
* To contribute to reviews of the student(s) progress, especially termly reviews and the statutory “Annual” Review of the EHCP.
* To attend relevant Continuing Professional Development.
* To be aware of school procedures.
* To work effectively with the school’s SENCO.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the school and the professional development of the staff.

This job description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

# Person specification

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| CRITERIA | QUALITIES |
| **Qualifications and training** | Essential* A good standard of education particularly in English and Mathematics
* Willing to undertake further professional development

Desirable: * GSCE, (or equivalent) in English and Maths
* Learning Support qualification at level 2 or 3
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| **Experience** | Essential: * Experience of working with young people
* Previous Classroom Assistant (or similar role) experience

Desirable: * Experience of working with young people with Special Educational Needs
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| **Skills and knowledge** | Essential:* The ability to communicate effectively - both verbally and in writing and to use language and other communication skills that students can understand and relate to
* The ability to respond calmly and constructively when dealing with students with SEN
* Ability to manage time effectively
* The ability to seek advice and assistance to meet students’ needs
* A willingness to engage in professional development opportunities
* Ability to provide engaging support.
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| **Personal qualities** | * Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school
* Commitment to equal opportunities and securing good outcomes for pupils with SEN or a disability
* To be caring, sensitive and kind to students
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding and equality
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# Notes:

This job description may be amended at any time in consultation with the postholder.

**Last review date:** 2nd November 2022

**Next review date:**

**Headteacher/line manager’s signature:**

**Date:**

**Postholder’s signature:**

**Date:**