

Mental Health Support Worker



Candidate Information Pack

Please note, interviews and appointments may be arranged where a suitable candidate is found prior to the closing date



Weald of Kent
Grammar School

Weald of Kent Grammar School

Weald of Kent is a selective Girls' Grammar School for 11-18 year olds with a roll of approximately 2000 students including our co-educational Sixth Form. The school is one of the highest performing schools in the country. We aspire to excel at everything we do. Owing to our continued success we were thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge campus in a campus at Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge campus which now has a state-of-the-art Sports Hall and university style Sixth Form Study Centre. A new science block and new English classrooms have been built this year. Both campuses are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.



Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A Level. Our examinations data from 2022 records the average GCSE grade was a Grade 7+. 21% of all grades were 9. 73% of all grades were 9-7. We also enjoyed superb A Level results with 80.3% of our students achieving A*-B grades in 2022. The average was a Grade B+. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests.



Benefits

Generous Pension Scheme (TP/LGPS)	Health Care Cash Plan *
Priority Admission for Staff Children **	Free On-Site Parking
Kent Reward Scheme	Free refreshments
Cycle 2 Work Scheme	

*Available upon successful completion of probation

**See Admission Policy on the School Website

Job Profile

The Team

The role of Mental Health Support Worker will form part of our exceptional Student Services team. The purpose of the Student Services Team is to provide key support for the learning and welfare of all Students. Members of the team work at both the Tonbridge and Sevenoaks campuses. The team is led by the Director of Inclusion and consists of a range of posts including SENCO's, School Counsellors, School Nurses, Learning Mentors and Student Services Receptionists.

The Position

Post/Job Title: Mental Health Support Worker

Grade: Kent Range 5

Salary: £20,595 - £21,693 per annum

Actual salary for 37 hours per week, 39 weeks per year: £17,792.02 - £18,740.58 per annum

Full Time/Part Time: Full Time, Term Time Only

Hours: 37 Hours per week (Monday – Thursday 8:30am-4:30pm and 8:30am-4pm Friday with 30 minutes lunch break unpaid)

Reporting to: Director of Inclusion

Start Date: As soon as possible

Location: Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate will be required to work across both sites.

Role Purpose:

As a Mental Health Support Worker, you will work closely with our students on a 1:1 basis and in small groups. You will help students to learn and use effective strategies to support their mental health and develop resilience and self-awareness. Working alongside our Counsellors and Student Services Receptionist, you will be part of the wider team supporting students who face difficulties with their social, emotional and mental health issues.

Accountabilities/Specific Duties

- Offer well-being check-ins with students with low level mental health issues such as anxiety, social/emotional issues and school-life stress.
- Lunchtime wellbeing interventions such as mindfulness and social skills groups.
- Leading workshops for managing anxiety, building self-esteem, developing friendships etc.
- Running targeted interventions, for example ABSA, Horticultural Therapy etc
- Monitoring the Time Out area, encouraging students to return to class and escorting if there is a need.
- Performing 1:1 supervision for high-risk students if required.
- Responding to Urgent Assistant alerts and be on hand to support students at the point of need.
- Promote a safe and caring environment for students.
- Liaison with internal and external stakeholders as required.
- Working closely with the Student Services Receptionist, and covering if required.
- Keeping accurate and timely records of involvement and student logs.
- Liaising with the rest of the Student Services team to provide updates and share plans on how to support specific students.
- Adhere to all safeguarding requirements.

About You (Person Specification)

	Essential	Desirable
Qualifications		
Degree or equivalent		✓
Evidence of further professional development relevant to post		✓
First aid training		✓
Qualification or training in Mental Health Support		✓
Experience		
Development work with colleagues	✓	
Experience of working with young people in an education or well-being setting	✓	
Confident user of new technology as a management tool	✓	
Experience of working with or within more than one school		✓
Skills & Knowledge		
Excellent communication and inter-personal skills	✓	
Caring and calm approach	✓	
Able to communicate effectively, orally and in writing	✓	
Able to work with others to achieve common goals	✓	
Able to use / analyse assessment data systems to raise standards	✓	
Able to provide clear direction and to inspire, motivate and enthuse others	✓	
Confident in own ability to be effective and to take on challenges	✓	
Ability to relate well to students, colleagues, and parents	✓	
Builder of teams, networks and collaborations to secure the best outcome	✓	
Efficient and effective administrative, organisational and personal management skills	✓	
Awareness of data protection, child protection and safeguarding		✓
Understanding of relevant legislation and good practice in Mental Health Services		✓
Personal Attributes		
Ability to inspire, challenge and motivate colleagues	✓	
Have a positive approach	✓	
Energy, enthusiasm and perseverance	✓	
Reliability and integrity	✓	
Good interpersonal skills	✓	
Able to perform well under pressure	✓	
Capacity to work hard, under pressure, to meet deadlines	✓	
Adaptable and amenable with respect to working practices	✓	
Ability to work independently and be a team player	✓	
Suitable to work with children	✓	
Equal Opportunities		
Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice	✓	
A commitment to inclusive education	✓	

Application Process and Safeguarding

Applications

Application forms can be found on our website and should be sent to Human Resources on HR@wealdgs.org or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven relevant experience relates to this role.

For safer recruitment purposes application forms need to be completed in full and CV's will not be accepted.

References

References may be taken up before being short-listed, please indicate on your application form if you have any objection to us contacting the referee prior to interview.

Safeguarding Duties and Responsibilities

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be expected to uphold this duty with regard to all children and young persons for who they are responsible and with whom they come into contact.

This role is a student specific support role involving extensive contact and responsibility for children.



Dates

Closing Date: Monday 27th March 2023

Interview Date: Friday 31st March 2023

*Interviews and appointments may be arranged where a suitable candidate is found prior to the closing date.

More Information

For more information on the role, or to come and visit Weald of Kent prior to applying then please contact HR on HR@wealdgs.org.

We look forward to hearing from you.