

JOB DESCRIPTION

JOB TITLE: Trust Mental Health and Wellbeing Lead
 RESPONSIBLE TO: Chief Executive Officer
 LOCATION: Remote
 SALARY GRADE: Leadership Scale
 HOURS: 0.2 FTE

PURPOSE OF THE POST:

Based centrally, this role reports to the Chief Executive Officer. The mental health lead will be responsible for the Trust's approach to mental health and well-being and will forge effective links with external agencies as well as keeping abreast of national and local mental health services. The lead will have an oversight of the whole-school approach to mental health and wellbeing, including how it is reflected in behaviour and well-being policies, curriculum and pastoral support.

JOB SUMMARY:

Develop and oversee the whole Trust approach to mental health and well-being including how this is reflected in the design of Trust policies, how staff are supported with their own mental health and how pupils/parents are engaged.

MAIN ROLES AND RESPONSIBILITIES

Principle Accountabilities

- Undertake an annual Mental Health and Well-Being audit to identify the gaps and opportunities in current practice and develop a whole Trust ethos and culture, building on a common language and understanding of the evidence about what works.
- Work closely with the Chief Executive Officer and Director of Learning to provide the necessary input to support the facilitation of the audit across the trust.
- Share audit outcomes schools and monitor regularly to ensure progress and areas identified for improvement has been made.
- Ensure schools and services have the appropriate capacity, training and expertise to meet statutory requirements in regard to Mental Health and Well-Being.

	<ul style="list-style-type: none"> • Support the identification of those at risk or showing signs of mental health ill health. • Support the organisation in relation to identifying what training is required for the Board, executive group, and the wider workforce to undertake in order to fulfil its responsibilities in terms of Mental Health and Well-Being knowledge and compliance. • Keep up to date on national and local Mental Health and Well-Being services that are available. • Maintain and develop links with the Trust Mental Health and Well-Being leads and the Senior Mental Health leads in each school to identify where support and training might be required. • Research and develop a platform where member of staff can access links to receive support with their Mental Health and Well-Being
Wider Responsibilities	<ul style="list-style-type: none"> • Understand and apply Trust policies in relation to health, safety and welfare • Attend relevant training and take responsibility for own development • Attend relevant School meetings as required • Respect confidentiality at all times • Participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager. • Comply with individual responsibilities, in accordance with the role, for health & safety and Safeguarding in the workplace • Ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy

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. The job description will be reviewed from time to time to reflect the changes needs and circumstances of the school. Such reviews and any consequential changes will be carried out in consultation with the post holder.

The Golden Thread Alliance is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. The duties above are neither exclusive, nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

Personal Qualities

- Belief in and commitment to the overarching values of the Trust and ability to articulate vision to a wide range of audiences.
- Highly effective and credible leader, who inspires the respect and support of others and has an open and approachable interpersonal style.
- Commitment to the highest standards in all areas of school life, with a demonstrable understanding and commitment to the safeguarding and welfare of children and young people.
- Excellent and adaptable communication skills.
- The ability to be able to build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff.
- Excellent interpersonal skills, able to build effective working relationships at all levels, reinforcing partnerships.

Postholder's signature: _____

Postholder's name: _____

Date: _____