**Rivermead Inclusive Trust**

**Behaviour and Pastoral HLTA – RIT Hub (SEMH)**

**Location:** Triple R, Parkwood, Rainham.  
**Contract:** Full time. Term Time Only. 32.5 hours a week, pro rota to 39 weeks a year.  
**Reporting to:** Trust Inclusion and Improvement Lead

**Role Context and Setting**

The HLTA role is situated within a hub model that supports children with SEMH needs, including those on reduced timetables, receiving bespoke support, or accessing alternative provision. The hub is designed to offer a holistic, nurturing environment for learners who struggle with mainstream settings due to behavioural and emotional challenges.

### ****Purpose of the Role****

To support the inclusion, engagement, and emotional wellbeing of pupils with SEMH needs through targeted behaviour and pastoral interventions. The HLTA will work within a dedicated hub setting, providing a holistic, nurturing and structured environment for pupils who require additional support beyond the mainstream classroom.

### ****Key Responsibilities****

* Deliver structured interventions and support plans for pupils with SEMH needs, including those on reduced or flexi timetables.
* Provide 1:1 and small group support to pupils exhibiting challenging behaviour or emotional distress.
* Use de-escalation strategies and behaviour management techniques (e.g. Team Teach) to maintain a safe and supportive environment.
* Support the implementation of relationship-based behaviour policies and restorative approaches.
* Liaise with home school teachers, SENCO, families and external agencies to ensure consistent and informed support for each pupil.
* Monitor and record pupil progress, behaviour incidents, and emotional wellbeing using school systems (e.g. Arbor, Iris, My Concern).
* Contribute to the development and review of individual support plans and risk assessments.
* Participate in regular safeguarding briefings and maintain up-to-date knowledge of safeguarding procedures.
* Support reintegration of pupils into mainstream settings.
* Tracking data through data portals that monitor SEND needs, EHCPs, and behavioural incidents.
* Work with the RIT Therapy team to ensure a holistic curriculum is delivered.

### ****Person Specification****

**Essential:**

* HLTA status or equivalent qualification/experience.
* Experience working with children with SEMH or behavioural needs.
* Strong understanding of safeguarding and child protection.
* Ability to build positive, trusting relationships with pupils and staff.
* Skilled in managing challenging behaviour calmly and effectively.

**Desirable:**

* Team Teach or equivalent behaviour management training.
* Experience in a hub, nurture group, or alternative provision setting.
* Knowledge of trauma-informed practice and emotional regulation strategies.

**Attributes:**

* Empathetic and Nurturing: Demonstrates genuine care and understanding for pupils with complex emotional needs.
* Resilient and Calm Under Pressure: Maintains composure and professionalism in high-stress situations.
* Adaptable and Flexible: Responds positively to change and adjusts support strategies to meet individual pupil needs.
* Team-Oriented: Works collaboratively with colleagues, families, and external professionals to ensure holistic support.
* Reflective Practitioner: Engages in self-evaluation and continuous professional development.
* Proactive and Solution-Focused: Anticipates challenges and takes initiative to resolve issues constructively.
* Excellent Communicator: Communicates clearly and sensitively with pupils, staff, and families.

### ****Additional Information****

* The role may involve supporting pupils with EBSA (Emotionally Based School Avoidance) and liaising with families and outreach services.
* Staff are expected to contribute to a culture of inclusion and high expectations, aligned with the Trust values and policies.
* Opportunities for CPD and supervision will be provided.