

Come and join a School where, “Children benefit from exceptionally good relationships with staff, who know them incredibly well. The staff are highly skilled. They nurture the children and provide emotional warmth. Staff are excellent role models for the children” Ofsted 2024

**TITLE OF ROLE**

Wellbeing Team Leader/ Deputy Designated Safeguarding Lead

LINE MANAGEMENT

Responsible to: Deputy Headteacher and Designated Safeguarding Lead

SUMMARY TERMS AND CONDITIONS

£30,060 - £35,235 gross pa actual. 37 hours a week Monday – Friday, term time only (195 working days per academic year)

KEY PURPOSE

- To champion and support the mental health, wellbeing of children and young people through facilitating a safe, calm and supportive learning environments
- To be the Deputy Designated Safeguarding Lead
- To encourage positive behaviour choices by supporting PROACT- SCIP techniques within the team
- To develop and oversee interventions that improve not only mental health and wellbeing but more broadly improved attainment, attendance and resilient children and young people and to keep abreast of best practice by understanding and implementing government guidance and initiatives
- To support improving attendance across the school in consultation with SLT and develop attendance strategies in accordance with best practise and government guidance

SUPERVISORY RESPONSIBILITIES

Responsible to: Deputy Headteacher (Designated Safeguarding Lead)

Responsible for: Wellbeing Champions

FUNCTIONAL RELATIONSHIPS

- Deputy Headteacher/ Designated Safeguarding Lead/ Senior Mental Health Lead
- Wellbeing Champions
- Wellbeing Team
- Senior Leadership Team
- Special Educational Needs Coordinator

MAIN DUTIES AND ACCOUNTABILITIES

- To develop, implement, monitor and evaluate the school's strategic plan and interventions to improve the mental health and wellbeing across school to include the key principles below.
 - ✚ Curriculum teaching and learning to promote resilience and support social and emotional learning
 - ✚ Enabling the experiences and views of deaf children and young people to influence decisions
 - ✚ Staff development to support their own wellbeing and that of students
 - ✚ Identifying need and monitoring impact of interventions
 - ✚ Working with parents and carers
 - ✚ Targeted support and appropriate referral
 - ✚ An ethos and environment that promotes respect and values diversity
- Liaise with key staff to discuss concerns regarding children and young people students whose mental health and wellbeing falls below expectations to identify, implement and monitor targeted interventions
- To be the first point of contact for external agencies supporting the mental health and wellbeing of children and young people including Deaf CAMHS
- Work closely with the school administration, safeguarding and teaching teams to understand and address the needs of absent children and young people to ensure they attend on a consistent basis
- To respond to requests from external partners for example, Local Authorities for absence data
- To produce regular reports on safeguarding, mental health, wellbeing, attendance and behaviour supported by robust data to evidence progress
- To meet with children and young people and their parents/carers to identify issues and concerns and put in place an appropriate plan to support children and young people to improve their mental and physical health, wellbeing, attendance and/or behaviour
- To ensure effective communication between all staff regarding identified pupils and between school and home.
- To develop effective 1:1 relationships with pupils and young people to enable positive rapport and the monitoring of progress towards agreed goals; work with individual and small groups of children and young people to deliver interventions
- To document progress against the starting points of children and young people's mental health, wellbeing, attendance and behaviour capturing improvements over time and intervening if progress in these areas is not convincing

- To be an active member of the safeguarding team and respond to concerns raised by staff passing on any complex concerns to the Designated Safeguarding Lead; to deputise for the Designated Safeguarding Lead
- To take a lead role in the monitoring and evaluation of pupils' personal development, welfare, behaviour and attendance and the quality of care and guidance over time leading to robust school improvement planning for safeguarding, wellbeing, behaviour and attendance
- To participate in annual review and behaviour monitoring processes including attending review meetings, contributing to reports, Education and Health Care Plans, risk assessments, behaviour management plans, care plans and intervention plans
- To attend safeguarding meetings for example, Children in Need, case reviews, serious case reviews, Team Around the Child and strategy meetings
- To promote the participation of staff (including self) in relevant continuing professional development
- To support good order and discipline amongst pupils and staff through the support and maintenance of a positive welfare and learning culture in residences and throughout the school
- To promote harmonious working relationships within the school including having proper regard for a work life balance for staff within legitimate expectations of their accountabilities
- To maintain positive relationships with external organisations where the school benefits from contact and networking. To collaborate and work with colleagues and other relevant professionals within and beyond the school including Local Authorities and the Derby Derbyshire Safeguarding Children's Partnership
- To remain up to date with all local and national developments, relevant guidance and legislation and to advise colleagues appropriately
- To support the Headteacher according to the emerging needs of the school within the context of a reasonable balance between accountabilities and outside life

Royal School for the Deaf Derby
Role Specification | Behaviour & Attendance Lead

Personal drive, enthusiasm and commitment to securing the best possible learning outcomes for every pupil	E	A/I/R
An open, transparent, collaborative approach to managing people and other resources	E	A/I
Fluent communication skills, the ability to persuade and influence others	E	A/I
Evidence of being able to build and maintain constructive relationships with children and young people, staff, parents and carers and the wider community	E	A/I
A good record of health, attendance and timekeeping	E	A/I/R
Able to argue ones case rationally	E	A/I
Able to manage own work-life balance and that of others	E	A/I
Physical and Mental Health	Essential/Desirable	Measured by:
The ability to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010	E	A/R
Own physical and mental health does not constitute any risk to the health, safety or well-being of children or jeopardise the continuity of support the role provides to them	E	A/R