



Job Description

Post Title	Salary	Reviewed
Emotional and Social Support Assistant -	<i>BG9</i>	June 2023

Managed by: The SENDCo

Job Purpose

The Emotional and Social Support Assistant (ESSA) works with vulnerable children individually or in groups to improve their emotional wellbeing, build emotional and social literacy and improve mental health. The strategies an ESSA uses are based on psychological theory. ESSAs will design bespoke intervention programmes for individual children or small groups, based on the training they have already had or is provided by the school. This training will be from an accredited course recognised as supporting such needs. The intervention sessions will be linked to the outcomes of the pupil's EHCP.

Key Job Outcomes

Core Work

- Design and deliver bespoke intervention programmes for individuals or groups linked to individual EHCPs / needs; set SMART targets, measure baselines and monitor progress towards these and student outcomes.
- support children to develop their social and emotional literacy, including:
 - awareness of own and other people's emotions
 - development of an increased range of emotional vocabulary
 - management of, for example stress, grief, anxiety, conflict, bereavement, loss
 - development of self-regulation skills and strategies
 - development of social interaction skills
 - development of ability to initiate and maintain friendships
 - promotion of a realistic self-concept and good self-esteem
 - development of resilience
 - the ability to keep physically and emotionally safe
 - promotion of good sleep hygiene
- develop in pupils understanding of and ability to relating to their own emotions plan

- lead sessions that allow students time and space to consider their circumstances and how they manage them
- use a variety of approaches including, for example:
 - social, comic strip and therapeutic stories
 - motivational interviewing
 - active listening, reflective conversation skills and projective techniques.
 - ACT or CBT
 - Developments in practice linked to neuroscience and theoretical knowledge regarding emotions
 - LEGO therapy
 - NLP
 - Thrive
- write succinct session plans and add subsequent evaluative comments
- liaise with teachers and other staff to meet the needs and progress of children receiving support
- share knowledge and ideas from training/supervision sessions with other school staff as appropriate
- meet regularly with line manager to review their work
- work within own competencies and level of development, under the guidance of the line manager
- attend training days and group supervision sessions led by the facilitator
- take responsibility for sourcing and attending continued professional development opportunities, where appropriate and in agreement with line manager
- engage with parents as required and in line with school procedures

Monitoring and Evaluation

- identify and chart progress towards clear outcomes.
- monitor students' progress before, during and after intervention to measure the impact of the intervention strategy on progress; include student evaluations
- maintain a record of evaluations as evidence of effective practice, support and guidance

Safeguarding and Attendance

- Work with the DSL and DDSL and Engagement Team to support students by being an, attuned, reliable and trusted adult in times of crisis.
- Pass on concerns and disclosures or concerns in line with the safeguarding policy
- help remove obstacles to learning, particularly with regards attendance.
- Identify, in association with school staff, pupils who would benefit from mentoring.

Developing North Star Academy Trust

- Contribute to achieving the vision and aims of the Trust.
- Contribute to the development of the Trust as an outstanding provider of SEMH provision.
- Contribute to the development of collaborative and team working between schools in the Trust, as a means of affecting change and improving standards.
- Contribute fully to the improvement of pupils' attitudes to learning and behaviour across the Trust.
- To lead cross trust initiatives

General Accountabilities

- So far as is reasonably practicable, the post holder must ensure that safe working practices are adopted by employees in school/work areas for which the post holder is responsible to maintain a safe working environment for employees and pupils. These practices are defined in the Trusts Health and Safety Policy and departmental codes of practice.
- Work in compliance with the Code of Conduct, Regulations and policies of the Trust, and its commitment to equal opportunities.
- Take responsibility for your own professional development by keeping up to date with new initiatives and current best practice.
- Ensure that output and quality of work is of a high standard and complies with current legislation and standards.
- Carry out any other duties as requested which are commensurate with the grade of the post.