



CRESTWOOD COMMUNITY SCHOOL

Shakespeare Road, Eastleigh, Hampshire, SO50 4FZ
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11 – 16 Mixed Comprehensive NOR 1,403 (across 2 campuses)
Head Teacher: Krista Dawkins

Deputy SEMH Resource Provision Manager

Grade D: Full-time actual salary £22,483-£24,850

Monday-Thursday: 8am-4pm, Friday: 8am-3.30pm. 37 hours per week. 40 weeks per year.

We are looking to appoint an enthusiastic, creative and dedicated Deputy SEMH Resource Provision Manager to be part of the Inclusion and Support Faculty. Crestwood Community School is one school with two separate campuses serving central Eastleigh with a large Inclusion and Support Faculty which is overseen by the Achievement Leader for Inclusion Support. The successful applicant will be joining Crestwood at an exciting time as the faculty is developing and continuing to grow in not only size but also expertise. We are currently oversubscribed, this is due to our reputation in the local community for our culture of care, pastoral systems and SEN support. We are looking for somebody who can continue to contribute to this culture and support the provision of pupils in order to meet their needs.

The current Deputy SEMH Resource Provision manager is leaving the post after securing a teacher training position at Crestwood Community School. They have stated:

“Working in inclusion support has been an incredible journey of personal growth. Being there for students with diverse needs, helping them flourish, has been the most fulfilling part of my job. It's a role that holds a special place in my heart and motivates me to continue working with children in the future. From moments of pure joy to unexpected challenges, every day brings something new and meaningful.”

The SEMH Resource Provision is a specialist environment situated on the Cherbourg Campus which is fully integrated into the mainstream school. Crestwood Community School is highly successful in supporting students with complex needs, this has been highlighted by the most recent Ofsted report. Currently there are 94 students on roll who have an Education, Health and Care Plan and 8 students are placed in the SEMH Resource Provision. Pupils who have an Education, Health and Care Plan are able to access the SEMH Resource Provision through placement by the SEMH panel, these students are allocated additional funding to access a higher level of provision whilst accessing mainstream education. The SEMH Resource Provision is a safe and supportive environment for pupils with complex needs and is highly successful in allowing students to access a package of support which allows them to feel a sense of belonging and success within the school. The role of the Deputy SEMH is vital in creating provision for the students who access the SEMH Resource Provision and those under the umbrella of the Resource Provision. The ideal candidate will have experience in working with students with complex needs, delivered small group interventions and have undertaken training in an area of need. They will also have knowledge and experience in understanding Education, Health and Care Plans and attending annual reviews or be willing to develop their expertise in this area.

The Deputy SEMH Resource Provision Manager is overseen by the Resource Provision Manager who has operational oversight over the running of the SEMH Resource Provision. The Deputy Resource Provision Manager

must be able to work in a team with the Resource Provision Manager and work towards shared priorities and objectives set by the Achievement Leader for Inclusion Support. The ideal Deputy candidate must be able to work collaboratively with the Resource Provision Manager and staff in the wider faculty, including cross campus collaboration. The role of the Deputy Resource Provision Manager is varied and adapted daily depending on the needs of the pupils who access the provision. This role is ideal for a candidate who is looking for a challenge and career progression in the future.

The Deputy SEMH Resource Provision Manager position requires someone who can empathise with students whilst holding them to high expectations. Good communication skills and an ability to clarify and explain instructions clearly are essential. You must be professionally discreet, have well developed interpersonal skills and a good sense of humour. The ability to build appropriate and effective relationships with staff, students and parents is essential. All applicants must have good literacy and numeracy skills and the physical stamina to effectively support a range of students.

Crestwood Community School had an Ofsted inspection in February 2024, which confirmed that we continue to be a **'good'** school. The report stated that at Crestwood *"there is a welcoming, friendly atmosphere"*. They also said that *"teachers and support staff, including those in the early stages of their career, are proud to work at the school. They particularly value school leader's careful consideration of their workload and well-being so that they can focus their efforts fully on pupils' education."* In addition Ofsted report that *"many pupils, staff and parents describe the school as a 'big family'.* This is a happy school, where staff and students want to be. The #Crestwoodfamily pervades through everything we do.

As a school we take staff well being seriously. We offer staff the following:

- wellbeing weeks, with no commitments scheduled after school
- free lunch every day
- free tea and coffee
- half termly cooked breakfasts
- accrued inset days, taken as twilights, giving staff an additional 4 days off a year
- One well being day per year (during term-time), to be taken at their chosen time (after a qualifying period)
- weekly thank you bulletin
- birthday cards
- heads discretionary leaves of absence for family events
- acts of random kindness
- access to mental health first aiders

Our Head Teacher has a clear vision and an absolute determination to improve the provision of education across Eastleigh.

We care deeply about our school, the staff, the students and the community we serve, we are a school with a heart. We as a school are clear about our improvement agenda and we work cohesively as a school wide team. As this was our fifth consecutive "good" grading it demonstrates that at Crestwood we are continually providing a consistent quality in all we do, against a backdrop of tougher standards and criteria to be judged against.

Please download details and a Support Staff Application form from the school website www.crestwood.hants.sch.uk located under the School Information / Vacancies tab. Please note we cannot accept a CV as a means of application. Email your completed application form to hr@crestwood.hants.sch.uk.

We do reserve the right to close this advertisement early if we receive a high volume of suitable applications.

Closing Date: 7th June 2024

Interviews: w/c 17th June 2024

Crestwood Community School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

Person Specification - Deputy SEMH RP manager

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ● Level 2 (i.e. GCSE grade A*-C) in Maths and English (or equivalent) 	<ul style="list-style-type: none"> ● Qualifications at Level 3 or above ● Qualifications with a specific focus on SEMH. ● Further study at further and/or higher education in courses relevant to the range of posts available. ● Team Teacher Trainer ● Qualifications in Trauma and Mental Health
Professional Development	<ul style="list-style-type: none"> ● Knowledge of different types of special educational needs. ● Evidence of knowledge and skills applicable to the role applied for. ● Experience of working with children and young people. 	<ul style="list-style-type: none"> ● Aspirations to undertake additional qualifications linked to post if not already held. ● Experience of working within a school.
Experience	<ul style="list-style-type: none"> ● Knowledge of secondary education. ● Knowledge of young people's attitudes and how to engage them ● Ability to use academic or behavioural assessment tools to inform planning 	<ul style="list-style-type: none"> ● Mentoring skills ● Delivery of intervention programmes ● Planning and delivery of intervention programmes.

Knowledge and skills	<ul style="list-style-type: none">● Professionally discreet and able to respect confidentiality● Well developed interpersonal skills● Team worker● Trustworthy● Empathy with pupils and sympathetic to their needs● Ability to build positive relationships with staff and students● Ability to stay calm under pressure● Good listening skills and good judgement● Firm but fair● Flexible and a good sense of humour	<ul style="list-style-type: none">● Understanding of principles of learning processes and in particular barriers to learning.● An understanding of complex needs with a specific focus on SEMH.● Understanding of EHCPs and annual reviews.
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