

Aurora

Job Description

Job Title:	Thrive Practitioner
Reporting to:	Head of Care
Location:	Aurora Foxes

Main Purpose

This role is designed to support the delivery of Thrive support to students in a variety of ways using the Thrive model as its basis.

The purpose of the THRIVE practitioner is to ensure the day to day running of a THRIVE provision to support the development, social, emotional and behavioral needs of students improving their active engagement in their social and academic environments and access to learning.

Key Accountabilities

- To support the Head of Care in all areas of the day to day running of the THRIVE provision and collaboration with the Pastoral team with effective practice.
- To support the staffing team as a Thrive Practitioner –guiding and directing the work of others ensuring appropriateness of action when undertaking thrive interventions and pastoral activities with students.

Key Duties

- Take responsibility for safeguarding and promoting the welfare of students according to the Aurora's policies, including KCSIE and PREVENT.
- Use specialist skills, training, or experience to support pupils' emotional development and behaviour needs.
- To support the day to day running of the Thrive provision – planning, implementing strategies and activities to meet the individual needs of pupils
- Provide therapeutic intervention as appropriate and within collaboration with the Head of Care and therapeutic team.
- Provide training and guidance for the whole staff team as required
- To role model and demonstrate all Thrive approaches alongside PACE, Emotional Coaching and restorative practices
- To ensure Thrive online is completed and action plans and processes are in place for all identified students across the service
- Establish positive relationships and partnerships with students, acting as a role model and responding to the needs of each individual.
- Provide enjoyable developmental experiences that gives our students the opportunity to learn through experience rather than through cognitively based learning.
- Deliver 1:1, small groups and class group sessions as required.
- Establish constructive relationships and partnerships with parents and families and participate in feedback sessions as directed.
- Actively promote inclusive practice across the college to ensure acceptance of all students.
- Raise the profile of positive solutions to working with students at risk.
- Maintain a calm and positive environment in which students can learn and which is conducive to positive behaviour.
- Support teaching staff to carry out assessments and implement action plans, both whole class and individual
- Provide the education and residential staff teams with accurate and objective feedback on student progress and other matters, ensuring the availability of supporting evidence.

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- To work alongside the Head of Care to actively assess students progress and create up to date action plans through regular Thrive assessments
- Ensure students and parents are provided with feedback in relation to developmental, social and emotional progress.
- Keep the Head of Care and relevant staff informed of behaviour and developmental progress.
- Liaise with the education and residential staff to embed the Thrive approach across the whole college environment.
- Work together with the Head of Care, to plan and implement Thrive events including parental engagement.
- Keep statistical data as requested by the Head of Care
- Attend meetings as required
- Contribute to the Annual Review process as required
- Contribute to termly reports as required
- Work co-operatively with colleagues, parents/carers and professionals involved following a multi-disciplinary approach.
- Develop and contribute to the delivery of staff training in order to implement and embed the Thrive Approach model across the college.

Students Attainment and Progress

- Assess, record and report on development, progress and attainment.
- Assess the needs of students and use detailed knowledge and specialist skills to support students learning.
- Work co-operatively with other staff and professionals involved with students following a multi-disciplinary approach.

Monitoring and Recording

- Provide meaningful feedback on student progress, behaviour, relationships and attitudes
- Ensure that all documentation is completed correctly for records of incidents, health, behaviour, etc as necessary.
- Communicate effectively verbally and in writing with colleagues and stakeholders to ensure that relevant information regarding students is effectively communicated to support their development and wellbeing.

Career Path Development and School Development

- Be a role model for staff and supervise and guide less experienced staff.
- Further professional development by engaging in reflective practices and continuous professional development and appraisal, including attending all statutory training provided by the college.
- Respond to the varying and changing needs of the college and undertake duties and tasks to the highest ability in order to achieve the smooth running of the school.

Knowledge, Skills and Experience

Qualifications

- GCSE pass above C (or 4 in the new GCSE system) in English and Maths
- THRIVE practitioner Qualification or already working towards.
- Must have excellent IT skills, with the ability to confidently use a range of digital platforms and technologies
- PRICE trained or willingness to undertake training

Knowledge and Experience

- Understanding of the Safeguarding principles and Child Protection procedures
- Relevant knowledge and experience of students with SEN, ADHD and ASD
- Knowledge of children's social and emotional development/attachment theory
- Working with children and young people with challenging behaviour

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- Experience of working with young people in an educational setting
- Experience of working within a multi-cultural, inclusive setting
- Experience of supervising groups of students
- Good understanding of the principles of child development and the learning process
- Experience of running nurture/SEN groups/social skills groups

Skills and Behaviours

- Commitment to the role, the desire to put the student first and treat them as individuals
- Be positive and creative in meeting students' needs
- Can work unaccompanied and as a member of a team, understanding their role in the college and associated responsibilities
- Work collaboratively with other staff and professionals with good interpersonal skills
- Good numeracy and literacy skills
- Competent ICT skills
- Be flexible, adaptable and solution focused.
- Able to work within the parameters of the physical demands of the job role.
- Willingness to participate in training and personal development
- Is committed to meeting the needs of learners and their families
- Ability to remain positive under challenging circumstances
- Ability to manage emotional demands of working with young people with a wide range of behavioural, social and emotional issues
- Ability to work under pressure
- Can actively self-evaluate learning needs and seek out learning opportunities

Requirements of Role

- Eligibility to work within the UK
- Satisfactory Enhanced DBS with barred list checks
- Be able to meet what can be physically challenging work at times.

Additional Information

As part of the Aurora Group everyone is:

- expected at all times to behave and act in a way which promotes and contributes to the overall aims, values and ethos of the Company.
- required to participate in regular training and other learning activities, and in supervision, appraisal and development as required by the Company's policies and procedures
- required to participate in any relevant current and new legislative and regulatory activities as may occur from time to time
- required, through personal example and clear action, to demonstrate commitment to equality and diversity ensuring equality of access and treatment in employment and service delivery to all.
- Required to promote The Aurora Group's Health and Safety at Work Policy and Procedure and ensure these are implemented effectively.
- The Aurora Group takes seriously its responsibility for safeguarding and is committed to safeguarding and promoting the welfare of children and young adults. Therefore, everyone employed by the Aurora Group is expected to share this and act accordingly by applying organisations policies and procedures and attending regular safeguarding training.

This job description sets out a summary of the key features of the role. It is not intended to be exhaustive and will be reviewed and amended periodically to ensure it remains appropriate for the role.