

TRUST MENTAL HEALTH AND WELLBEING LEAD APPLICATION PACK

Full Time, Term Time Only

Group 4B, points 27 - 31 (£37,035 - £40,476)



Warm welcome to West Midlands Academy Trust (WMAT)

Dear Applicant,

We are delighted to welcome you as a prospective candidate to become WMAT's first trust mental health and wellbeing lead. As we embark on an exciting journey to establish a new multi-academy trust, your expertise and vision will play a pivotal role in shaping our culture and supporting our mission. We hope that this information pack provides you sufficient insight and information to decide if you have the right qualities, skills and experience to apply for the position.

We wish to appoint a dynamic and highly motivated Mental Health Professional with one of the following professional registrations:

- Registered Mental Health Nurse with at least 2 years post qualification experience within child and adolescent mental health
- Registered Children's Nurse with at least 2 years post qualification experience within child and adolescent mental health
- Registered Learning Disabilities Nurse with at least 2 years post qualification experience within child and adolescent mental health
- NHS recognised Allied Health Professional with at least 2 years post qualification experience within child and adolescent mental health including; Registered Occupational Therapist, Qualified Music Therapist, Qualified Art Therapist, Qualified Drama Therapist.
- Qualified Speech and Language Therapist

In this role, you will lead on mental health and wellbeing strategy across the Trust including direct work with young people and families.

The successful candidate will provide strategic and clinical expertise and advice to school mental health practitioners, supporting assessment and interventions to staff, pupils and their families.

This role will be crucial in delivering the Trust's ambition to provide the highest quality early help to young people and our workforce experiencing mental health and wellbeing challenges, achieving the benefits of our collaboration model and mission for 'Achieving More Together'.

WMAT is being founded by three high performing secondary schools in Birmingham – Hall Green, Kings Norton Girls' and Swanshurst – who expect to transfer into WMAT on 1st January 2025.

The three schools have nearly 500 staff and around 4,000 students. We each have our own in-school provision for mental health and wellbeing support and this role will grow and develop our provision further, and provide a service which achieves more for each school and their communities. This is a fantastic opportunity for you to lead the establishment of new trust policies, procedures and professional growth.

You will be joining at the beginning of our journey, as we establish, embed and then grow the trust. For the right individual, we believe that this is an extremely exciting lead role. At WMAT, we are committed to fostering an inclusive and empowering environment for both our staff and students. We believe that a strong, jointly created provision for mental health early-help and trust wellbeing resource is essential for delivering the vision and aims of our trust.

At every step, you will be supported by a leadership team full of ambition and optimism, including a Chief Executive and Chief Finance and Operations Officer who are each on secondment from the founding schools. Appropriate externally sourced supervision will be in place from the outset.

This post is covered by Part 7 of the Immigration Act 2016 and therefore the ability to speak fluent English is an essential requirement for this role.

For further details and an application form please contact recruitment@wmatrust.co.uk. Applicants requesting an online application form must also submit a signed copy of their application, either at the point of being called for interview or as soon as possible after the closing date.

Please submit all completed applications to recruitment@wmatrust.co.uk.

WMAT is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment. Necessary safeguarding checks will be undertaken.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

The closing date for receipt of applications is 3pm on Thursday 16th January 2025.

Thank you for considering this opportunity to be a part of something truly transformative.

We look forward to your application and the possibility of welcoming you to our team.

Yours sincerely,

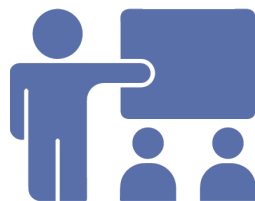
Nicola Raggett
CEO Designate
Headteacher
Kings Norton Girls' School

Karen Slater
Headteacher
Hall Green School

Mike Dunn
Headteacher
Swanshurst School



3 Schools



500 Staff



4,000 Students

About West Midlands Academy Trust (WMAT)

West Midlands Academy Trust (WMAT) is being founded by Hall Green School, Kings Norton Girls' School and Swanshurst School in Birmingham.

The school websites can be accessed via hallgreen.bham.sch.uk, kngs.co.uk, or swanshurst.org.

The Key Principles of WMAT are:

Mission

- Relentless focus upon delivering an excellent Quality of Education, resulting in strong progress and attainment for all groups of pupils.
- Emphasis upon personal development and wellbeing for staff and pupils.

Culture

- High ambitions and high expectations for all staff and pupils.
- Individual school identities matter – names, logo, uniform etc – not a 'corporate look'.
- Staff focused culture – role of leaders is to facilitate outstanding provision, supporting and enabling all staff to perform exceptionally well and in pupils' best interests.
- Collaborative practice – in all aspects of the trust (peer review, policy development) – horizontal and vertical – collaboration within and between schools is the cultural norm and is built into quality assurance / review processes in all aspects of trust operations.
- Collective responsibility – an issue is everyone's issue, every pupil and staff member is of equal importance across the trust.
- Responsive to context, while strategic in approach – i.e. not one size fits all, but always looking towards the future implications or options.

Operations

- Earned autonomy with accountability – i.e. potentially variable delegations / school freedoms based upon performance and risk.
 - Central services where they achieve more and / or cost less and / or enhance school leadership capacity to focus on educational provision and where they are accountable to, and work collaboratively with, Headteachers and the executive team.
 - Central policies where they increase the ability to collaborate, reduce the risk of non-compliance, and reduce workload.
 - Financial sustainability:
 - School led budgeting (including reserves being retained) with expectation of all schools being financially self-sufficient.
 - Maximise funding spent on direct T&L / pupil support.
 - High ambitions and high expectations for all staff and pupils.
 - "Good growth" – i.e. the right schools at the right time.
 - Safe and stimulating physical environment.
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Job Description

Job title:	Trust Mental Health and Wellbeing Lead
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Grade:	4B (Term Time Only)
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1. Job Purpose

1.1 To lead on mental health and wellbeing across the Trust and provide support, assessment and interventions to staff, pupils, and their families.

1.2 To work with pupils, parents, staff, and outside agencies to ensure that the Trust fully supports pupils who need help to overcome barriers to learning to achieve their full potential.

1.3 To support the Trust's aims, vision and ethos in mental health knowledge and have a working understanding and knowledge of the safeguarding policies and procedures.

1.4 In collaboration with the Trust Exec Team, the post holder will contribute to the development of practice and protocols in the light of national / local guidance. This process will encompass audit and service evaluation.

2. Duties and responsibilities

2.1 To contribute to establishing the Trust mental health and wellbeing early-help strategy, focussing on the prevention of the development of mental illness and promoting good emotional wellbeing.

2.2 To develop the knowledge & skills in mental health promotion through consultation, liaison, training and joint working. This will include professionals such as teachers, designated safeguarding leads, SENCO's, learning mentors and pastoral staff.

2.3 To promote collaborative multi agency working practices by providing information and expertise to partners in social care and Child and Adolescent Mental Health Services.

2.4 To facilitate and support parents/carers, children and young people to engage in appropriate local services.

2.5 To promote the mental and emotional health of pupils and their parent/carers, offering mental health assessment, group and individual interventions as required.

2.6 To ensure that children with complex mental health presentations are referred and then access specialist CAMHS services appropriately.

2.7 To assist and plan reasonable adjustments for children and young people suffering from poor mental health to allow to them to engage in learning.

2.8 To support and strengthen provision in relation to early identification and intervention for children and young people with poor emotional wellbeing and mental health and contribute to the development and implementation of plans and initiatives.

2.9 Acting as a communication link between the Trust, Children's Social Care, providers and Child and Adolescent Mental Health Services.

2.10 Providing liaison and consultation to educational staff and in so doing assisting professionals to triage & assess appropriate packages of care to meet the mental health needs of children, young people and their families.

2.11 To maintain regular contact with families/carers of pupils in need of extra support to keep them informed of the pupil's needs and progress and to secure positive family support and involvement.

2.12 To participate and, where appropriate co-ordinate, multidisciplinary meetings.

2.13 Where appropriate, to work jointly with educational colleagues in the provision of individual and group-based programmes to offer emotional and mental health expertise including consultation, attendance at leadership meetings, support to exclusion panels and working closely with DSL's, SENCO and attendance/pastoral officers.

2.14 In collaboration with Trust Exec Team, the post holder will contribute to the development, evaluation and monitoring of the mental health and wellbeing provision in Trust schools.

2.15 Help create, develop and monitor interventions implemented with identified cohorts of pupils.

2.16 Liaison with other agencies (Anna Freud Centre etc) to organise in-depth surveys, mental health programmes.

2.17 To contribute to the identification of training needs of staff / workers within the education provision and subsequently developing and providing child, adolescent, and young adult emotional, mental and wellbeing information and training programmes for staff.

2.18 To have a responsibility for promoting and safeguarding the welfare of children and young people you are responsible for or come into contact with.

2.19 To ensure all tasks are carried out with due regard to Health and Safety.

2.20 To undertake appropriate professional development including adhering to the principle of performance management.

2.21 To adhere to the ethos of the school.

2.21.1 To promote the agreed vision and aims of the Trust.

2.21.2 To set an example of personal integrity and professionalism.

2.21.3 Attendance at appropriate staff meetings and Trust events.

2.22 The post holder is expected to carry out such other duties as may reasonably be assigned by the Executive Senior Leadership Team.

3. Supervision received

Supervising Officer: Exec Team Headteacher

Specialist Supervision: External provider

Level of Supervision

3.1 Left to work within established guidelines subject to scrutiny by supervisor

3.2 Plan own work to ensure the meeting of defined objectives

4. Supervision given (excludes those who are **indirectly** supervised i.e. through others)

N/A

5. Special Conditions

The position of Trust Mental Health and Wellbeing Lead is a full-time post, term time only. Some pre-agreed hybrid working will be possible.

OBSERVANCE OF THE TRUST'S EQUAL OPPORTUNITIES POLICY AND SAFEGUARDING OF CHILDREN REGULATIONS WILL BE REQUIRED

Person Specification

Job title: Trust Mental Health and Wellbeing Lead

Criteria	Essential	Desirable
Experience, skills and abilities	<p>A vision for developing targeted interventions to remove barriers to learning.</p> <p>Experience of successfully developing strategies to improve outcomes for students.</p> <p>Proven track record of re-engaging and raising outcomes for students experiencing barriers to learning within an 11-19 environment.</p> <p>Experience in providing individual and group interventions for treatment of mental health.</p> <p>Proven skill set in delivering training to professionals, volunteers and parents Knowledge of relevant legislation. E</p> <p>xperience in triage skills and relevant knowledge of levels of care within community mental health.</p> <p>Ability to work effectively with young people in prioritising good health.</p> <p>Awareness of healthy lifestyle issues relating to children and childhood development.</p> <p>Skilled in working with external agencies.</p> <p>Professional knowledge of child protection procedures and safeguarding vulnerable young people.</p> <p>Positive attitude to change.</p> <p>Ability to work independently and use own initiative.</p>	<p>Experience in assessing and working with children and young people with mild to moderate Mental Health difficulties.</p> <p>Delivering expert level training around mental health, self-harm and the prevention of suicide.</p> <p>Proven experience in launching innovative projects in the field of Mental Health.</p> <p>Previous experience in delivering interventions in partnership with education/local authority.</p> <p>Counselling Skills.</p>

	<p>Ability to communicate both verbally and in writing in an effective way with people from a variety of backgrounds and different ages.</p> <p>Empathy and understanding of the emotional needs of children.</p> <p>Flexible, enthusiastic, innovative and self-confident.</p> <p>Able to work as part of a team and to lead others.</p> <p>Approachable and a good listener. Willingness to maintain confidentiality on all school matters.</p> <p>IT skills relevant to the role</p>	
<p>Education/ qualifications NB: Full regard must be paid to overseas qualifications</p>	<p>A minimum of a Level 2 (GCSE A*- C or equivalent) English qualification</p> <p>A minimum of a Level 2 (GCSE A*- C or equivalent) Maths qualification</p> <p>Degree or equivalent</p>	<p>Current professional registration in a field of Mental Health.</p>
<p>Contra indication</p>	<p>Unsatisfactory clearance/completion of a DBS check and/ or other pre-employment checks.</p> <p>Eligibility to work – UK.</p>	

We will consider any reasonable adjustments under the terms of the Equality Act 2010 to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

WMAT is committed to safeguarding and promoting the welfare of its pupils and expects all those working in the Trust to share this commitment. Successful applicants will be required to undergo pre-appointment checks appropriate to the post, including checks with past employers and Enhanced Disclosure and Barring Checks.

ALL STAFF ARE EXPECTED TO BE COMMITTED TO THE TRUST'S EQUAL OPPORTUNITIES POLICY AND ADHERE TO THE SAFEGUARDING OF CHILDREN PROCEDURES

COMPILED BY: _____

DATE: _____

(Shortlisting/Interviewing Panel) _____

DATE: _____