

## About the Role

**Job Title:** Student engagement lead

**School:** Phoenix Bay, The Pavilion, 3 Seale Hayne, Newton Abbot, TQ12 6NQ

**Salary:** £28,000 - £32,000

**Contract Type:** Permanent, Full Time

**Reporting To:** Principal

**DBS Check Required:** Enhanced

**Start Date:** TBC

Phoenix Bay School is seeking to appoint a dedicated and compassionate Student Engagement Lead to join our team within our trauma-informed SEMH provision.

This is an exciting opportunity for someone who is passionate about supporting young people who may have experienced significant barriers to education. Many of our students have faced challenges including social, emotional and mental health difficulties, disrupted education or adverse childhood experiences.

At Phoenix Bay School we understand that behaviour is often a form of communication. Our approach focuses on building positive relationships, understanding the needs of our students and creating a safe and consistent environment where young people can thrive.

The Student Engagement Lead will play a key role in helping students re-engage with education, improve attendance, develop emotional regulation and build positive relationships with school and learning.

## Job Purpose

The Student Engagement Lead will work closely with students, families, staff and external agencies to identify and remove barriers that may prevent students from fully engaging in school life.



The role will involve providing mentoring and pastoral support to students, supporting behaviour and emotional regulation, improving attendance, and strengthening relationships between the school and families.

The postholder will be expected to work in a trauma-informed and relational way, supporting students to feel safe, understood and supported within the school environment.

## **Key Responsibilities**

### **Student Engagement and Support**

- Build positive, trusting and consistent relationships with students.
- Support students who may struggle with emotional regulation, behaviour, attendance or engagement in learning.
- Provide mentoring and pastoral support to students on an individual or small group basis.
- Support students following incidents of dysregulation, helping them to safely return to learning.
- Encourage students to develop positive coping strategies and resilience.
- Promote positive behaviour and model respectful relationships.

### **Attendance and Reintegration**

- Work with the leadership team to support strategies that improve student attendance and engagement.
- Monitor and support students who may be at risk of disengaging from education.
- Support reintegration for students returning to school after periods of absence, suspension or disengagement.
- Work with students to develop routines and strategies that support regular attendance.

### **Family Engagement**

- Develop positive and supportive relationships with parents and carers.
  - Carry out home visits where appropriate to support engagement, attendance and wellbeing.
  - Work collaboratively with families to identify barriers to learning and develop supportive strategies.
  - Provide guidance and support to families to help students successfully access education.
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## **Behaviour and Emotional Support**

- Support staff in implementing trauma-informed approaches to behaviour and emotional regulation.
- Work with staff to develop strategies that support students experiencing anxiety, distress or dysregulation.
- Assist in the development of individual support plans where required.

## **Multi-Agency Working**

- Liaise with external agencies and professionals where appropriate (e.g. social workers, Early Help, CAMHS).
- Contribute to meetings relating to student wellbeing, behaviour and engagement.

## **Safeguarding**

- Promote the safeguarding and welfare of all students at all times.
- Follow safeguarding procedures when conducting home visits or working with families.
- Report any safeguarding concerns immediately in line with school policies.
- Contribute to maintaining a safe and supportive learning environment for all students.

## **Person Specification**

### **Essential**

- Experience working with children or young people.
- Experience supporting young people with social, emotional and mental health needs.
- Strong ability to build positive and trusting relationships with young people.
- Understanding of trauma-informed approaches and relational practice.
- Ability to remain calm and supportive in challenging situations.
- Strong communication and teamwork skills.
- Confidence working with parents and carers.
- Ability to support students who may display challenging behaviour.
- Commitment to safeguarding and promoting the welfare of children and young people.

### **Desirable**

- Experience working in an SEMH or alternative provision setting.
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- Experience in mentoring, youth work, pastoral support or behaviour support.
  - Training in behaviour approaches such as PACE, trauma-informed practice or CPI Safety Intervention.
  - Experience working with families and external agencies.



### **What We Offer**

- The opportunity to make a real and lasting difference in the lives of young people.
- A supportive and collaborative staff team.
- A trauma-informed approach to education and wellbeing.
- Opportunities for ongoing professional development and training.
- A varied and rewarding role working closely with students and families.

### **Safeguarding Statement**

Phoenix Bay School is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment.

The successful applicant will be subject to enhanced DBS clearance, satisfactory references and safer recruitment checks in line with statutory guidance.

