

#EMATters



Application Pack  
**Inclusion Support  
Practitioner**

“Every child deserves to  
be the best they can be”

# Welcome to Prince William School

On behalf of the Prince William School (PWS) and EMAT community, we thank you for your interest in being a key member of the new ARP leadership team which will be working in a brand-new, purpose-built ARP for up to 48 young people, aged 11-16 with an EHCP and primary presentation of EBSA, Anxiety, and /or ASC. Our first 5 students will be joining us in September 2025; over the first year we forecast to have 12 young people on roll at the ARP.

Our ARP is part of the national SEND and AP Change Programme in partnership with North Northamptonshire Council and will be located at PWS. The ARP will be a repurposed, an exclusively designed build which will feature its own entrance for students and visitors, specially designed classrooms including an art studio, therapeutic rooms for visiting clinicians, a sensory room, and a designated area for students and staff to interact, eat, and meet together. Work is due to start on site in June 2025.

EMAT is the first Trust nationally to work exclusively with the NHS via Education Mental Health Practitioners (EMHPs) alongside therapeutic partners to deliver a clinically led educational offer for young people who are unable to access education in a mainstream setting. The ARP will be a leader in its field, bringing together Education, Health, and Care to work holistically with each young person.

The ARPs vision is to be a beacon of inclusive education and a leader in its field. Pupils at PWS's ARP will be supported to make social and academic progress from individual starting points in an inclusive environment. Every element of our ARP design is based on pupils and their families being part of the PWS experience and is aligned with EMAT's ethos that "every child deserves to be the best they can be". ARP staff will work in partnership with PWS staff; providing both pupils and staff with the right environment to thrive is essential.

Staff wellbeing is important to us, and when you become part of the PWS and #EMATters community you'll have access to a range of employee benefits from confidential support to cycle to work vouchers. You will also be supported in your career, which means that you can expect high quality training, the time to attend training and continuous professional development plus there are many opportunities to connect with fellow professionals across our EMAT network.

This is an exceptional opportunity to be part of a dynamic new ARP which will serve North Northamptonshire's young people and their families through an integrated educational, health, and care offer. If you would like to visit the school prior to applying, or for an informal chat please contact me via the school office and we would be happy to show you around and answer any questions that you have.



Anna Hewes  
Headteacher





#### Post Description:

<b>Post title:</b>	<b>Lead Therapeutic ISP (Inclusion Support Practitioner)</b> <i>Candidates with a degree in Psychology or Criminology are particularly encouraged to apply for this exciting role which would support pathways into clinical psychology, counselling, health and social care.</i>
<b>Responsible to:</b>	Additional Resource Provision (ARP) Leader
<b>Liaising with:</b>	ARP Lead Teacher and External Health, Care, and Clinical Practitioners
<b>Pay Range:</b>	Dependent on qualifications and experience
<b>Contract:</b>	Permanent
<b>Closing Date:</b>	9 <sup>th</sup> June 2025
<b>Interview Date:</b>	W/C 16 <sup>th</sup> June 2025

#### Job Purpose

We are opening a new ARP for up to 48 students with Emotionally Based School Avoidance, a diagnosis of Anxiety and/or an ASC diagnosis who are currently engaging with external practitioners (eg – CAMHS) or are open to receiving clinical support. The young person's profile will be one of social and emotional vulnerability who is finding it difficult to attend school. The ARP is due to open to its first students in a phased entry in September 2025. This is an excellent opportunity for an experienced and committed ISP (Therapeutic) to join us in the role of supporting the social, academic, and clinical needs of the young people who will join the ARP.

- To contribute to statutory duties for pupils with EBSA, Anxiety, and/or a diagnosis of ASD or on the pathway to diagnosis by providing direct support to individuals and small groups of pupils.
- To support teaching staff and external clinical staff by working with designated pupils both in the classroom and through therapeutic sessions.
- To work in partnership with parents, carers and external practitioners alongside ARP staff.
- To work towards eradicating barriers to accessing education and supporting young people's physical, social, emotional well-being alongside integration into the ARP.
- To deliver one to one/small group therapeutic interventions and support the learning of pupils as directed by the Lead Teacher or ARP Leader.

#### Responsibilities include:

- To contribute to the physical, social, emotional and intellectual wellbeing of pupils.
- To work independently and as part of a team under the direction of the Lead Teacher and ARP Leader to support and promote learning, ensuring equality of opportunity and enabling access to assessments, appropriate educational activities or integration programmes.
- To liaise and work collaboratively with professionals in the education, health, and care services alongside staff and the community across Prince William School.
- To follow all specific procedures for safeguarding and child protection in line with KCSIE 2024.

- To seek the support and guidance of other staff as part of working practice.
- To work in partnership with ARP staff and external agencies to deliver on targets and outcomes.
- To work with pupils across key stages 3 – 5 individually and in small groups, ensuring access to appropriate education activities and resources across all aspects of the curriculum.
- To ensure a welcoming and stimulating learning environment through contribution to high quality displays.
- (With staff) Supporting the integration and orientation of pupils into the ARP which starts with work in the home.
- To welcome pupils into the teaching and therapeutic areas in the ARP.
- To work with pupils of all academic abilities and across differing SEND presentations.
- To support pupils to access ICT safely for learning and communication.
- To order resources and stock as directed.
- To undertake assessments and individual/small group teaching sessions, under the direction of the ARP Leader and clinical practitioners.
- To support pupils in accessing a range of opportunities according to their Individual Learning Plans (ILPs) and EHCPs.
- To prepare resources for assessments and learning as directed.
- To contribute to pupil progress (academic and social) by maintaining pupil records.
- To keep accurate clear and informative records of pupils' learning including evaluations.
- Support pupils to access the ARP through incremental and increased attendance as part of the induction process.
- To contribute to the overall vision, values, and ethos of the ARP and PWS.
- To adhere to the ARP health and safety policy including risk assessment and safety systems.
- To adhere to ARP policy on equality and diversity.

Attribute	Essential	Desirable
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Eligibility to work in the UK</li> <li>• Clean and current car driving license</li> <li>• Good ICT Proficiency</li> <li>• Minimum of a Level 3 Qualification with both Maths and English at GCSE Level 4/C or above.</li> <li>• Good communication and written abilities</li> </ul>	<ul style="list-style-type: none"> <li>• HLTA Level 4 Qualification</li> <li>• Degree or Equivalent</li> <li>• Evidence of continuing professional development or further professional study</li> <li>• Mental Health Qualified / Trained First Aider or be willing to undertake training</li> <li>• ELSA Qualification</li> <li>• Safeguarding Qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least one year of recent work experience of working with children in a teaching and learning environment</li> <li>• Awareness of schemes of work and medium and long</li> </ul>	<ul style="list-style-type: none"> <li>• A proven track record of making a difference to the learning and experiences of pupils in an educational or care setting.</li> <li>• Having worked in a specialist setting, eg – Special School,</li> </ul>

	<p>term planning in teaching and learning</p> <ul style="list-style-type: none"> <li>• Understanding of the National Curriculum at Key Stages Three to Five.</li> <li>• Experience of working with clinical, health, and care specialists to deliver their recommendations or targeted interventions through classroom, one to one, and small group settings via ILPs and EHCPs.</li> <li>• Commitment to safeguarding children and secure understanding of what this entails.</li> <li>• Experience of working with parents, carers and external practitioners (eg – Social Worker) when supporting young people.</li> <li>• Experience of developing, implementing and evaluating IEPs and EHCP Outcomes.</li> <li>• Experience of working with a wide range of children with SEND including those with ASD, Anxiety, and EBSA.</li> </ul>	<p>Alternative Provision Academy, ARP, or similar.</p>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Ability to communicate both orally and in writing with a range of different audiences including providing sensitive feedback to parents, other professionals regarding pupil development</li> <li>• Ability to self-evaluate learning needs and seek guidance with daily practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Having a sound understanding of individual EHCP outcomes, Personal Behaviour Support Plans and baseline data such as CAT scores to formulate optimum learning experiences for students.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• To attend appropriate training, and foster your own professional development</li> <li>• To act as a role model, leading by example</li> </ul>	

Compiled by:	Revision Number
Approved by:	Revision Date    __/__/__

### Additional duties

Whilst every effort has been made to explain the main duties and responsibilities, please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the post holder will carry out. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

**N.B.** The post holder will carry out his/her responsibilities in accordance with the Trust's equal opportunities policy.

This job description is provided to assist the post holder to know what his/her duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of the post.

### How can I apply?

We have an online application form on our careers page under [Job Vacancies](#) and request that you complete the supporting statement in detail, explaining why you are the perfect person for this exciting opportunity. Please be aware that although we will not accept any CVs we welcome applicants to explore the opportunity before applying and if you have any questions about the role or the process, please get in touch with **Hannah Fajemiyo - HR Business Partner**. Please inform us if you require any particular adjustments, arrangements, or access needs as part of the recruitment process.

**Vacancy Closing Date:** 9<sup>th</sup> June 2025

**Interview Date :** W/C 16<sup>th</sup> June 2025

### About East Midlands Academy Trust

All staff should be committed to the school and East Midlands Academy Trust's purpose, values and objectives.



## Health and Safety

So far as is reasonably practical, the post holder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the post holder is responsible, to maintain a safe working environment for employees and learners.

## Safeguarding

EMAT is committed to the safeguarding of its young persons and expects all staff, volunteers and adults to work within the parameters of the policies and procedures as agreed by the Board of Trustees to ensure the safety of all young persons within its care.

## Equal Opportunities

It is the policy of EMAT to provide equal opportunities for all individuals; to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. EMAT promotes equal employment opportunities in all aspects of employment through positive employment policies and practice.

If any special requirements are needed to attend an interview, please inform the trust.

# Hello and welcome to East Midlands Academy Trust.

We're a thriving multi-academy trust, which currently includes an all-through school in Northampton, a secondary school in Oundle and five primary schools in Northamptonshire and Milton Keynes serving over 5,000 pupils through the tenacity and professionalism of 600 colleagues. I like to call the members of our immediate and extended community #EMATters.

**Every child deserves to be the best they can be**, and therefore inclusion is at the heart of everything we do. By joining the #EMATters team, you will have the opportunity to help us ensure that high quality education is available to everyone, regardless of their ability or background.

You will be supported throughout your career journey with us, as we recognise that achieving our aim that every child deserves to be the best they can be is only possible through committed and empowered colleagues and a strong culture of personal and professional development, which includes a host of learning opportunities offered through our in-house training hub.

Thank you for your interest in East Midlands Academy Trust. And if you have any questions do get in touch via [hrqueries@emat.uk](mailto:hrqueries@emat.uk)

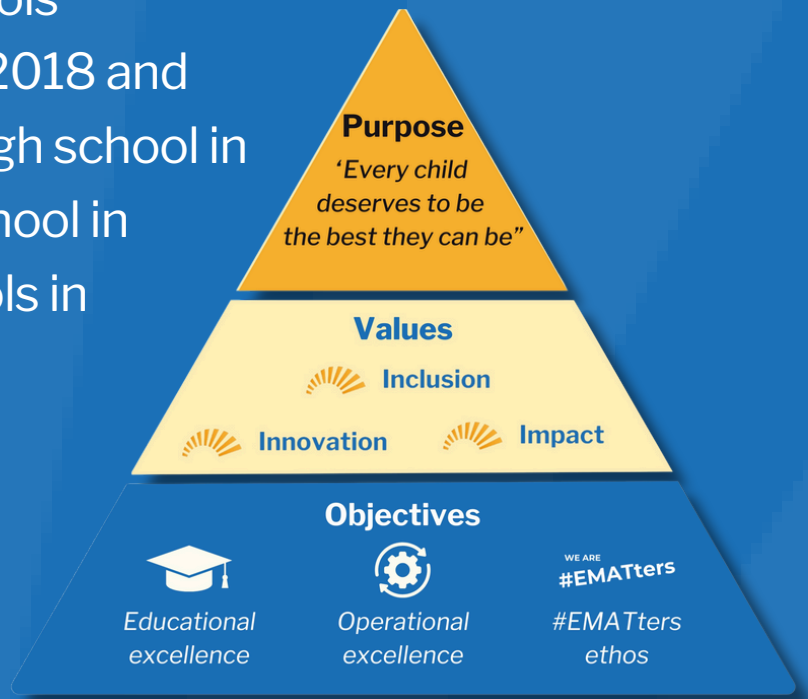
Joshua Coleman  
Chief Executive  
East Midlands Academy Trust





# About East Midlands Academy Trust

Our community of seven schools collectively became EMAT in 2018 and currently includes an all-through school in Northampton, a secondary school in Oundle and five primary schools in Northamptonshire and Milton Keynes, with more than 600 #EMATters serving over 5,000 pupils.



## “Every child deserves to be the best they can be”

This can only be achieved with committed and empowered colleagues. That’s why we have created a strong culture of personal and professional development, which includes access to a host of learning opportunities offered through our in-house training hub to all #EMATters

