

**PERTH AND KINROSS COUNCIL
JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF
LOCAL AGREEMENT**

**Bespoke Job Profile - Principal Teacher of Sustained Emotionally Based
Absence (SEBA)**

In terms of the Local Recognition and Procedure Agreement, it is accepted by all signatories acting on behalf of Perth and Kinross Council and the recognised trade unions that this agreement is a binding local agreement effective from 4 October 2022.

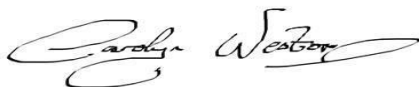
This supersedes relevant provisions within the National Agreement and constitutes a formal amendment to the terms and conditions of employment for teaching employees within Perth and Kinross Council.

Sheena Devlin, Executive Director (Education and Children's Services), on behalf of Perth and Kinross Council:



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Carolyn Weston, Perth and Kinross EIS Local Secretary on behalf of the Teachers' Trade Unions



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Perth & Kinross Council

Job Profile

Job Title	Principal Teacher (SEBA)
Service	Education & Children's Services
Grade & Salary	PT1
Location	Navigate
Reports to	Centre Leader, Navigate
Responsible for	3 staff members (teaching and support)

Job Purpose

The Principal Teacher of Sustained Emotionally Based Absence (PT SEBA) will lead and coordinate the new multi-agency partnership to support young people who are experiencing long-term significant emotionally based absence from school, principally as a result of mental health difficulties, impacting negatively on their access to education.

The Principal Teacher will link with colleagues from health and third sector organisations to provide enhanced community-based mental health and wellbeing supports for identified young people. They will support the school to lead and develop the education package and help co-ordinate the overall programme for the young person. This co-ordination role will include liaison and support to families and contributing to the overall assessment and long-term planning for young people.

Main Accountabilities

- lead the development of the sustained emotionally based absence (EBA) project including data and reporting functions and multi-agency partnership working
- provide line management for the multi-agency team
- support recruitment and CLPL for the team
- providing advice, support and guidance to schools in relation to young people with EBA
- delivering training and development opportunities for staff, with a focus on supporting young people with EBA
- providing advice, support and guidance to parents of young people with EBA and enhance parental engagement opportunities

- provide quality assurance oversight of the supports being implemented in schools and in local communities
- Work with partners across ECS on the implementation of the Staged Intervention Framework for Absence
- leading awareness raising of the Staged Intervention Framework for Absence with schools and relevant stakeholders
- supporting schools in the planning and delivery of the curriculum for young people with EBA.

The post holder may be required to perform duties other than those given in the job description for the post.

Job Specific Requirements

There is an expectation that short listed candidates will meet all the requirements stated below.

Knowledge & Experience
<p>You must:-</p> <ul style="list-style-type: none"> • Have a diploma/degree in Secondary Education. • Have full GTC Scotland registration. • Have proven experience as an effective classroom practitioner. • Have had experience of working with children and young people with a range of additional support needs. • Be able to apply a variety of teaching strategies adapted to the needs and interests of the pupil. • Have experience in working in partnership with a range of external agencies • Have experience of working closely with parents / carers. • Have the ability to lead and manage change and improvement effectively. • Be able to demonstrate knowledge of relevant current curriculum and assessment issues and developments including Curriculum for Excellence (CfE) and Assessment is for Learning (AIFL) and their bearing on classroom practice. • Have knowledge of relevant mental health concerns and approaches related to EBA. • Have experience of the use of information and communication technology (ICT) for teaching and management. • Have an awareness of managing developments. • Have an understanding of national and local priorities. <p>Ideally you will:</p> <ul style="list-style-type: none"> • Have a Post Graduate Qualification in Additional Support Needs. • Have experience of coordinating and managing a team. • Have experience of working with headteachers/managers. • Have training and experience in Child Protection. • Have relevant education based mental health training.

- Be aware of trauma informed practice.

Customer Care

You must:-

- You must be able to develop and sustain a positive rapport and relationships with pupils and their families.
- Have a solution focused approach to managing sensitive and/or challenging situations.
- Be able to demonstrate the ability to motivate children and young people and relate positively to them.

Health & Safety

You must:-

- Be able to cope with the demands of the job and attend on a regular basis.
- Have an awareness of Health and Safety Issues as they affect you and others and comply with all relevant Health and Safety legislation.

Equality & Dignity at Work

You must:-

- Be able to treat children, young people, colleagues, parents and the community in accordance with the Council's policies on equalities and dignity at work.
- Be able to demonstrate commitment to the policy and practice of Inclusion.
- Be able to promote and develop a positive ethos.
- Promote and encourage the involvement of the children and young people in any decision making at all levels.

Communications

You must:-

- Be able to communicate and liaise effectively and sensitively with staff, parents, pupils, other agencies and the wider community.
- Have effective oral, written and communication skills.

Flexibility

You must:-

- Have a willingness to build links with the wider community.

Achievement of Results

You must:-

- Be able to track and analyse the progress of the individual children, young people and class groups.

Quality

You must:-

- Be able to contribute to self-evaluation, planning and development.
- Have evidence of a strong commitment to promoting effective learning and teaching.
- Be able to promote and implement creative problem-solving to support pupils effectively.

Team Working

You must:-

- Be able to model and demonstrate effective learning and teaching.
- Be able to motivate colleagues and promote successful teamwork.
- Have experience of working successfully in leading a team.
- Have evidence of working with parents, community and other agencies.

Decision Making & Problem Solving

- You must be able to establish effective decision-making processes as appropriate.

Any Additional Requirements

- Have a commitment to continuing professional development.