

st Chris

A day and boarding school for boys and girls aged 3 – 18. Asking interesting questions since 1915.

“

A dynamic and rewarding place to work.

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SEMH Lead
(based in Arunfield)

37 hours per week
Term Time, 36 weeks per annum

Apply by 12.00pm on
Wednesday 5 March 2025

Hello! Thank you for taking an interest in our SEMH Lead role. Here at St Chris, we embrace the challenges of the modern world which necessitates the asking of interesting questions.

This job pack contains more details about what this position involves, personal specifications and total reward.



SEMH Lead (based in Arunfield)

Salary

FTE £27,397 - £30,052

Actual salary £21,917 - £24,041

Point 25 - 28 on the Professional Services salary scale dependent on skills and experience.

Contract

37 hours per week

Term Time only 36 weeks per annum.

Location

On-site, Letchworth Garden City
Hertfordshire

Life at **stChris**

St Chris is an independent day and boarding school for girls and boys aged 3 to 18 located in Letchworth Garden City, Hertfordshire. Our School was established in 1915 and, since then, has been working to do things differently if, and only if, it makes things better for our students.

There are currently around 500 pupils on roll and 200 staff.

St Chris seeks to be a continuously developing community of children and adults working together to enable everyone to achieve their best. All are valued as individuals and encouraged to develop curiosity, competence, judgement, kindness and courage.

St Chris seeks to prepare pupils for happy and fulfilled lives in the service of others.

We treat young people as individuals, encouraging them to develop into capable, imaginative, responsible people with a zest for life.

Purpose of the Role

Our Social, Emotional and Mental Health Lead will be a new role, central to our new specialist resource provision, Arunfield and responsible for supporting the social, emotional and mental health of students within St Chris. The person will work closely with the Inclusion Strategy Lead and lead the Wellbeing team to enhance, protect, promote, develop and care for the social, emotional and mental health of students within school. This role will involve embedding a strong culture to promote positive mental, social, emotional and physical health, including how it is reflected in policies, curriculum delivery and support to students, staff and parents/carers to achieve the best outcomes for the students. Part of this role is to support the identification of at-risk children and young people, liaising with the safeguarding team to use early help systems to signpost and link into children and young people's mental health services. St Chris is an inclusive school, and we are keen to develop our understanding and provision for all students, including those with neurological differences.

Line Management Responsibility

This role will report into Inclusion Strategy Lead and have line management responsibility of SEMH LSA Senior and SEMH Junior school.



The relationship between staff and students here is fantastic, and the environment allows everyone to be their best selves.

Andrew Lambie, Head of Science

What will the SEMH Lead do?

Here's an overview of the SEMH Lead's responsibilities and how they will be involved in the day-to-day running of the school.

Key accountabilities and responsibilities of the role:

- Alongside the Inclusion Strategy Lead, to oversee the development of an effective mental health and wellbeing provision in line with the government guidance.
- To develop a holistic approach to meeting social, emotional and mental health challenges, enabling students to make good progress by working with teachers, other support staff, families and external agencies.
- To identify gaps in our mental health and wellbeing strategy and source relevant external expertise in response to these gaps where no feasible internal solutions exist for both students and staff.
- To develop and lead an effective early intervention and prevention strategy that enables students to access support for their mental health and wellbeing.
- To line manage two SEMH LSA's (Senior School and Junior School) to ensure appropriate, well-designed and highly effective programmes of support are in place to address mental health, well-being and emerging behaviour needs.
- Implement a process to identify those who may need additional support, identify students at risk of, or showing signs of mental health challenges and coordinate the mental-health needs of students, overseeing delivery of school interventions, including referral to external services where necessary.
- Effectively communicate a positive values-based approach, in line with St Chris's School Values, promoting openness and understanding to normalise mental health and its fluctuations throughout life.
- Support the daily operations of Arunfield alongside the Inclusion Strategy Lead. This includes contributing to running of Arunfield, supporting students in need, 1:1 or in groups, and actively listening to their needs.
- Support parents to understand the mental health needs of their children to build resilience, promote well-being and reduce risk-taking behaviours.
- Liaise with and develop effective links with referrers, other professionals, community agencies, families and carers to achieve effective communication and coordinated approaches.
- Promote the inclusion and acceptance of all students.
- Set challenging and demanding expectations and promote self-esteem and independence, including helping students to develop resilience and independence, both learning in lessons and forming positive relationships with peers and staff.
- To develop and enhance expertise in supporting students with complex social, emotional and mental health challenges including neurodiversity challenges.



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Teaching and Learning

- Develop and maintain a high-quality range of resources and implement strategies to support students, families and staff with their own mental health and wellbeing, especially to develop the resilience, fortitude and endurance.
- To evaluate the outcome of interventions on student wellbeing and attainment to understand what is working and make any necessary changes to ensure effective support is provided.
- To support students with social, emotional and mental health challenges either 1:1 or in a small group to develop their ability to engage fully in mainstream lessons.
- To accompany students with social, emotional and mental health challenges on trips and activities, as required.
- Use behaviour management strategies, in line with the school's policy and procedures, to contribute to a purposeful learning environment and encourage students to interact and work co-operatively with others.

Planning

- Develop and prepare resources to support students with social, emotional and mental health challenges, including those with neurodiversity.
- Contribute to the planning of opportunities for students to learn in out-of-school contexts including enrichment activities.
- Support and advise the pastoral team to develop workshops, external talks and pastoral evenings that educate parents in mental health trends, building resilience and issues facing students.

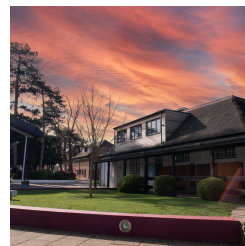
Monitoring and Assessment

- Have an overview of the monitoring of students' participation and progress in relation to their progress and achievement.
- To be responsible for maintaining high quality documentation and up to date records.

Additional Duties

- Demonstrate a continual commitment to safeguarding and promoting the welfare of children and young people, working as part of the Safeguarding Team at St Chris.
- To attend relevant INSET and external training to keep up to date knowledge, skills and understanding of mental health and wellbeing in young people.
- To uphold St Chris policies to protect and safeguard pupils to secure their health, safety and wellbeing
- Demonstrate a continual commitment to the promotion of equity, inclusion and diversity initiatives and the sharing of best practice in line with St Chris Equal Opportunities policy and procedures
- Ensure the highest degree of confidentiality and data protection of all material. Have a good understanding of relevant data protection legislation and regulations, especially the Data Protection Act 2018 and the General Data Protection Regulation.

This job description is not contractual or exhaustive but reflects the type and range of tasks, responsibilities and outcomes associated with the role. The post holder will be expected to also complete any tasks, as requested by their manager.





stChris

Person Specification



Qualifications, training and experience

- Maths and English GCSE or equivalent.
- Experience of developing SEMH strategies within a school or provision.
- Experience of working with young people with social, emotional and mental health challenges and or challenging behaviour.
- Experience of working with pupils with a range of SEND challenges.
- Experience of effective record keeping use of administrative skills in relation to social, emotional and mental health.
- Understanding of special educational needs and strategies that can be employed to support pupil learning
- Mental Health First Aid Certificate
- Relevant SEMH qualifications
- Relevant qualifications in SEND such as ADHD and ASC.
- Experience of working with children of a primary and secondary school age
- Understanding of alternative and therapeutic interventions to support pupils
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Skills and abilities

- Willingness to learn
- Ability to manage own work effectively and take responsibility for own professional development
- Developed interpersonal and communication skills (including written, oral and presentation skills)
- Be able to cope with change and meet challenges successfully
- Team working skills
- Ability to liaise/consult with as appropriate with a range of professionals and agencies as well as pupils and parents
- Ability to advocate on behalf of pupils and form appropriate positive relationships
- Fundamental belief that every child matters and that aspirations/achievements can be significantly altered
- A liking, empathy and respect for children and sensitivity to their needs
- Ability to relate well to parents and the wider community
- Personal presence to develop and promote high standards in all aspects of school life.
- IT skills, including email, internet

Benefits of Working at St Chris

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St Chris is more than a workplace it's a community. The focus on staff and student wellbeing is unlike anything I've ever experienced.

Pam Sunner, Finance Officer



Welcome to St Chris

Schools are - in truth - nothing more than a collection of people working together, and it is on that understanding that all the incredible things achieved at St Chris come to be. So, 'Hello'; and we mean that.

St Chris is a lot of things, all at the same time.

St Chris is an independent school for boys and girls aged 3-18.

St Chris is a community of young people from across the local area, the country, and the world.

St Chris is something unmistakably different from the moment you arrive.

St Chris is an outstanding, modern school with an important, progressive heritage.

1

Pension Scheme

Competitive pension scheme with 8% employer contribution plus an additional up to 4% personal sacrifice matched.

2

Westfield Health Plan

Complimentary opt-in Level 1 Westfield Health Plan with the option to scale up your plan with salary sacrifice.

3

Free Lunch

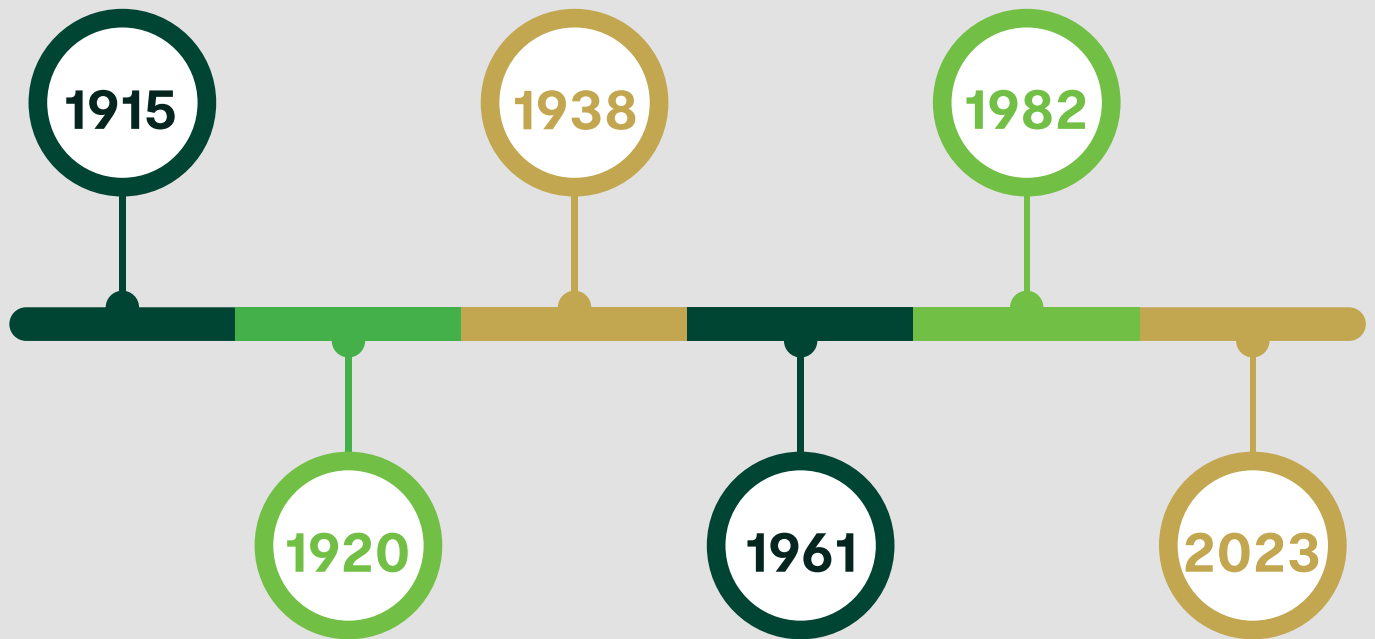
As part of a non-contractual agreement. Free vegetarian lunches are provided to staff during term time.

4

Facilities

Access to the school's on-site swimming pool and gym.

A Brief History of St Chris



St. Chris Established

St Christopher School (then known as the 'Garden City Theosophical School') was established in 1915 by headmaster, Dr. Armstrong Smith, ready for a new style of education.

Initial Meeting of the School Council

The Council consisted of 32 students and staff and met on a fortnightly basis to discuss and legislate on school matters. From December 1920, decisions made by the Council were later ratified by a meeting of the whole school.

Abolishing Uniform

Following a protest in the school magazine, the School Council discusses abolishing school uniforms for boys. The motion is, eventually, passed but no action is taken. During the war, clothing rationing and difficulties for parents meant that uniform was relaxed in 1938.

Swimming Pool Built

Parents contribute an initial £600 towards building the school swimming pool and pupils aim to raise £1000 themselves in 1961. The community pulls together to remove topsoil, excavate and build the pool. By 1968, the pool and changing rooms were completed.

Theatre and Sports Hall Open

A drama festival of eight plays marks the opening in 1982. Over the next decade, the enthusiasm of pupils allowed an average of five school productions each year, ranging from *Twelfth Night* and *Three Sisters* to *Blood Wedding* and *Accrington Paris*.

Present Day

Today, St Chris is a vibrant, thriving community working together. We believe in the benefits of an informal approach underpinned by the belief that all voices, from the youngest member of the nursery to the chair of governors, should be listened to and treated respectfully.



Let's work together.

Piqued your interest? We thought so.

At St Chris, we do things differently to benefit our young people and community. Looking for a new challenge? Looking to have an impact? Searching for a job that gets you thinking?

Apply for this role at www.stchris.co.uk/vacancies.

How to apply

To apply, please complete an application form (we do not accept CVs as an educational institution) and submit this, together with a covering letter to the People team at hr@stchris.co.uk. If you would like a conversation regarding this opportunity, please contact Alistair Phillips, Assistant Head Pastoral and DSL at 01462 650850.

Please also complete the Equal Opportunities Monitoring form which will be immediately detached from your application.

St Chris is committed to safeguarding and promoting the welfare of children. Applicants will be subject to child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

St Chris is fully committed to equality of opportunity and diversity and we warmly welcome applicants from all suitably-qualified candidates. We welcome applications regardless of race, colour, national origin, ethnic or national origins, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability or age.

The closing date for applications for this role is 12.00pm on Wednesday 5 March 2025. Interviews will take place on Monday 17 March 2025.