

stChris

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

A dynamic and rewarding place to work.

SEMH Learning Support Assistant
(LSA) Senior School

37 Hours per week,
Term Time, 36 weeks per annum

Apply by 12.00pm on
Tuesday 1 September 2026

Hello! Thank you for taking an interest in our SEMH LSA 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 LSA Senior School

Salary

FTE £24,731 – £26,969

Actual salary £19,785 – £21,575

Point 21 – 24 Professional Services salary scale dependent on skills and experience.

Contract

37 hours per week, Monday – Thursday 8.30 am–4.30 pm and Friday 8.30am–4.00pm with a 30-minute unpaid break. Term Time, 36 weeks per annum.

Location

On-site, Letchworth Garden City
Hertfordshire

Life at St Chris

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

To identify and support pupils at risk of Social, Emotional and Mental Health challenges, through liaison with the identified pupils, teaching and support staff, parents/carers and outside agencies. Provide comprehensive support to allow them to maximise the educational opportunities available to them alongside their peers.

Line Management Responsibility

This role will have no line management responsibility and will report to the SEMH Lead.



“
Seeing the students thrive and overcome difficulties is the most rewarding part of the job.”

Kirsty
SEMH Lead

What will the SEMH LSA do?

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

Key accountabilities and responsibilities of the role

- To be the secure person for a designated group of pupils by supervising and providing support, ensuring their safety and access to learning activities.
- To develop a holistic approach to meeting Social, Emotional and Mental Health challenges, enabling pupils to make good progress by working with teachers, other support staff, families and external agencies.
- Establish good working relationships with pupils and interact with them according to individual needs.
- To oversee the running of the SEMH rooms.
- Assist with the development and implementation of IEPs, BSPs, Risk Assessments, Personal Care and Therapy Care programmes.
- To work collaboratively with teaching staff and assist in the whole planning cycle and the management and preparation of resources.
- To undertake specialist Social, Emotional and Mental Health interventions when required, under the direction of the Assistant Head Inclusive Learning and SENCO, Head/Teachers. To prepare all relevant resources for these interventions and keep appropriate records of pupil progress in line with school systems.
- Promote the inclusion and acceptance of all pupils.
- Encourage pupils to interact with others and engage in activities led by teachers.
- Set challenging and demanding expectations and promote self-esteem and independence.
- Help pupils develop resilience and independence, both learning in lessons and forming positive relationships with peers and staff.
- To develop and enhance expertise in supporting pupils with complex social, Emotional and Mental Health challenges by attending training and working alongside relevant internal and external professionals such as psychologists and therapists.
- To accompany pupils with Social, Emotional and Mental Health challenges on trips and activities, as required.



Continued on following page. →

Teaching and Learning

- To support pupils 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.
- Provide detailed verbal and written feedback on lesson content, pupil responses to learning activities and pupil behaviour, to teachers and pupils where relevant.
- Promote and support the inclusion of all pupils, including those with Social, Emotional and Mental Health challenges, both in learning activities and within the classroom. Be aware of and support difference to ensure all pupils have equal access to opportunities to learn and develop.
- Use behaviour management strategies, in line with the school's policy and procedures, to contribute to a purposeful learning environment and encourage pupils to interact and work co-operatively with others.
- Promote and reinforce pupils' self-esteem and independence and employ strategies to recognise and reward achievement of self-reliance
- Assist the class teacher in encouraging acceptance and integration of pupils with Social, Emotional and Mental Health challenges.
- Support the role of parents in pupils' learning and contribute to meetings with parents to provide constructive feedback on pupil progress, achievement and behaviour, always maintaining sensitivity and confidentiality.

Planning

- Develop and prepare resources for learning activities in accordance with lesson plans and in response to pupil need to support their Social, Emotional and Mental Health challenge.
- Contribute to the planning of opportunities for pupils to learn in out-of-school contexts including enrichment activities.

Monitoring and Assessment

- Monitor pupils' participation and progress and provide constructive feedback to pupils in relation to their progress and achievement.
- Assist in maintaining and analysing records of pupils' progress.

Additional Duties

- Demonstrate a continual commitment to safeguarding and promoting the welfare of children and young people
- To uphold St Chris policies to protect and safeguard pupils in order 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.

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

- GCSE grade C or better in English and Maths
- 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
- 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
- Understanding of the area, local communities and relevant issues for families.

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 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
- St Chris is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment
- Good appreciation/knowledge of health and safety in the workplace, data protection principles and equal opportunities

Benefits of Working at St Chris

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There's a passion for learning and a real sense of belonging here.

Connor
Drama Teacher



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

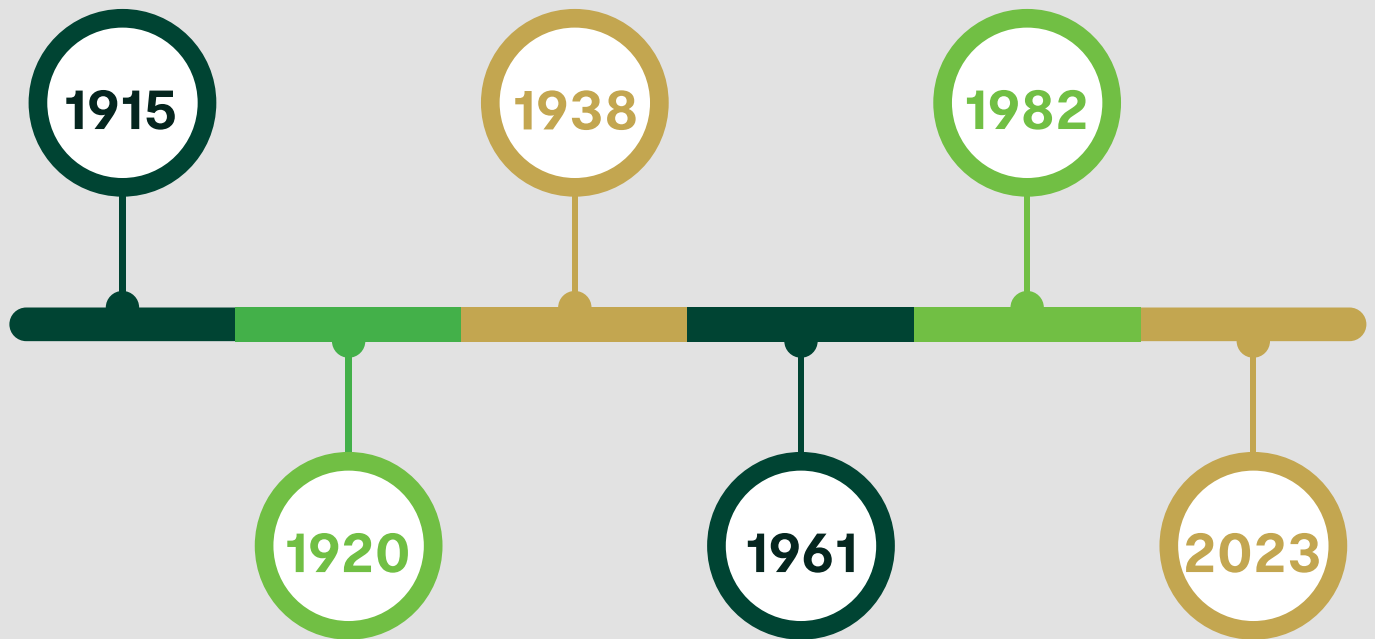
As part of a non-contractual agreement. Free vegetarian lunches are provided to staff during term time.

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.

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, nationalist, 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 Tuesday 1 September 2026. Interviews will take place on Monday 7 September 2026.