



Cheadle Hulme High School Job Description and Person Specification

SEMH Specialist Learning Support Assistant
(Social, emotional and mental health)



Job Description

SEMH Specialist Learning Support Assistant– Grade 6 (Social, emotional and mental health)

Salary: Scale 6 (Actual salary £19,836)
Location: Cheadle Hulme High School
Start Date: As soon as possible
Hours: 37 per week term time only

Many students with special educational needs have significant social, emotional and mental health difficulties, such as those with Autism, ADHD or acute depression and anxiety disorders. We are committed to ensuring that students with SEMH have every opportunity to succeed within a supportive and caring school environment. We are seeking a Learning Support Assistant with experience and training in this area to provide specialist support and intervention to meet this rising need.

Provision for SEMH

- Ensure that the needs of students with SEMH are well communicated across the school
- Guide teachers on strategies to support students with SEMH difficulties
- Create school focused plans for students with SEMH to profile the needs of these students
- Plan and deliver staff training to support an understanding of SEMH
- Contribute to the development of provision for students with SEMH across the whole school
- Work with staff, students and parents/carers to ensure realistic and challenging expectations of progress, attainment and achievement is set for students, with SEMH difficulties
- Prepare and maintain learning resources according to the needs of students with SEMH difficulties
- Contribute significantly to the development of programs which support students with SEMH difficulties
- To plan and deliver small group and one to one intervention programs to support students with SEMH difficulties
- Manage and lead extra-curricular activities and after school support groups for students with SEMH
- Work collaboratively with appropriate outside agencies to implement advice and strategies given on how to support students with SEMH difficulties
- Work collaboratively with parents of students with SEMH difficulties, to agree joint outcomes and to review progress
- Collect and interpret assessment data gathered on pupils with SEMH to inform practice, target individual difficulties and to measure impact
- Monitor, evaluate and review the quality of support for students with SEMH and act on the outcomes of this process

Learning Support Team Responsibilities

- To work collaboratively with all members of the pastoral team, to support the progress of students with SEND
- Contribute to the Learning Support Development Plan
- Encourage inclusive practice in teaching and learning across the team and throughout the school
- Maintain and develop up-to-date knowledge of national and local initiatives which may impact upon policy and practice
- Attend staff meetings and participate in staff training as required
- Maintain accurate and up to date records for students with SEND
- Provide general in class support for students with SEND

- Supervise the activities of individuals or groups of students both in and out of the classroom
- Contribute appropriately to lesson cover and duties
- Contribute to the Learning Support Mentoring Programme
- Be a point of contact for students and their parents/carers
- Attend Annual Review and multi-agency meetings as appropriate

General Responsibilities.

- To undertake such other duties related to the work of the department appropriate to the post, as may be assigned
- To fulfil personal requirements, where appropriate, with regard to school policies and procedures, health, safety and welfare, emergency, evacuation and security
- To take responsibility for promoting and safeguarding the welfare of students in the school
- To work positively and inclusively with colleagues so that the School and Trust provide a workplace and deliver services that do not discriminate against people on the grounds of their age, sexuality, religion or belief, race, gender or disabilities
- To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities

Person Specification

Attributes	Essential	Desirable	How identified
Relevant experience	<ul style="list-style-type: none"> • Experience of working with young people with SEMH difficulties either in a residential or working environment • Experience of using a range of software packages and hardware devices e.g. Office, Apple products, tablets etc. • Experience of working collaboratively with parents to secure better outcomes for young people 	<ul style="list-style-type: none"> • Experience of working in a school classroom environment with SEN students • Experience of planning and delivering intervention to small groups of students • Experience of delivering training on SEMH to colleagues • Experience of developing student profiles/pen portraits 	<p>Application form / interview</p> <p>Application form / interview</p>
Education and training	<ul style="list-style-type: none"> • 5 GCSEs A*-C including English and Maths (or equivalent) 	<ul style="list-style-type: none"> • Current training in SEN • Higher level qualification (or equivalent) in specific subject area 	<p>Application form / interview</p>
Special knowledge and skills	<ul style="list-style-type: none"> • Ability to communicate and understand the needs of a wide range of students • Ability to plan and deliver intervention to small groups of students • Ability to modify resources to meet the needs of the students • Ability to work with teaching staff • Awareness of current developments in education • ICT software and hardware knowledge and understanding • Ability to liaise effectively with a range of professionals • Knowledge of the requirements of children with special needs • Specific subject / curriculum knowledge / interest 	<ul style="list-style-type: none"> • Understanding of the current provision for children with Special needs and current developments in SEN • Experience of planning and delivering intervention to small groups of students • Experience of delivering training on SEMH to colleagues 	<p>Application form / interview</p> <p>Application form / interview</p> <p>Application form / interview</p> <p>Application form / interview</p> <p>Application form / interview</p> <p>Application form / interview</p>

The Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.



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