



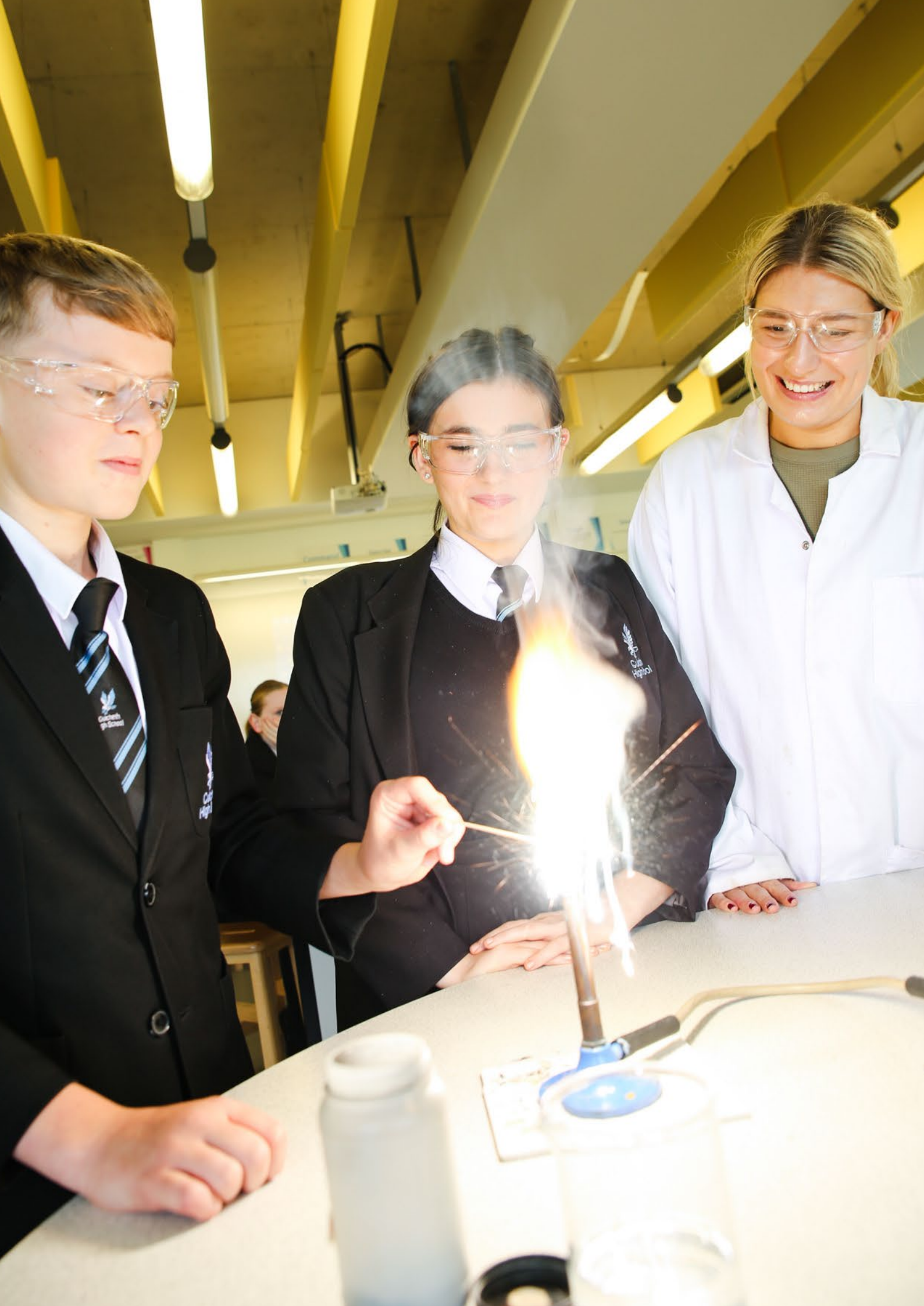
CULCHETH HIGH SCHOOL

› THE BEST THAT WE CAN BE

Schools Link Mental Health Team Member



› RESPECT
› HONESTY
› EXCELLENCE





Thank you for expressing an interest in joining the Schools Link Mental Health Team based at Culcheth High School. Within this pack you will find information about the school, job vacancy and the application process.

We wish to appoint a Schools Link Mental Health Team Member, who will be based in our popular and oversubscribed school in North Cheshire. The role, starting as soon as possible, is full time, working term time plus two weeks during the school holidays.

This is a very exciting time to join our team. The position involves supporting Warrington schools' mental health provision, working alongside mental health professionals across a wide range of school settings. The support you will be providing, includes one to one and group interventions, advice and working with external partner agencies, in line with THRIVE and clinical and safeguarding competencies.

Successful applicants will have an extensive induction programme, including focused training and support from mental health professionals before case work begins. The Schools Link Mental Health Team receive continual professional development. Each team member will manage a defined case-load, providing focused assessment and evidence-based intervention for children and young people with mild to moderate, emotional and mental health difficulties.

This is a busy and demanding position working across a range of schools and other settings. You will need to be a highly motivated with strong interpersonal skills, able to build effective working relationships with students, parents/carers and colleagues alike. You will be sensitive, patient, and resilient, able to respond to individual needs whilst maintaining a professional approach. An understanding of the emotional and social pressures/issues that have an impact on young people is essential, coupled with the confidence and ability to work with young people with mild to moderate mental health difficulties.

The ideal candidate will be flexible, solutions focused and have a friendly and positive disposition. You must have great organisational and planning skills and be equally happy working in team environment or independently. As the position involves daily travel across a range of locations, a driving licence, access to a car and a willingness to drive is essential.

If you believe you can help us on our journey to providing a wide, extensive and effective mental health provision for the children and young people of Warrington, then I look forward to receiving your application.

Thank you in advance for the interest you have shown.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'CPH', with a stylized flourish at the end.

C P Hunt (Mr)
Headteacher



> Our School

As a high performing school, we offer a rich, broad and engaging education for all our young people. Culcheth High School is a successful mixed community school currently catering for around 1100 11-16 year olds. Our current examination performance places us consistently as one of Warrington's highest performing schools. Not only do students at Culcheth attain much higher success ratios than students nationally, they also make excellent progress from their starting points. The school's aim is to get the very best from each student; not only through superb teaching and learning but also by encouraging involvement in extra-curricular and community activities.

The school enjoys an enviable reputation within its locality. It is extremely popular and has been significantly oversubscribed in recent years with the school roll growing. It attracts students from more than 25 different primary schools within four different local education authorities. We are part of Warrington Local Authority which provides a supportive and professional advisory service.

Our most recent Ofsted report (Nov 2022) gave us a grade 2 rating ("good"). We are delighted that the improvements made in the school have been given public acknowledgement. The school was rated "good" in all major areas. Inspectors praised teaching and learning ("a good proportion of lessons are now outstanding"), personal development ("behaviour and attitudes to learning are good") and leadership and management. We were pleased with the report but not complacent. We want to improve further and our ultimate objective is to achieve Ofsted's highest award of 'Outstanding School'.

> Our School's Purpose is

To inspire students to achieve and guide them to be confident, articulate and skilled citizens to enable them to thrive in a diverse British and global community.

> Our Vision of Culcheth High School is

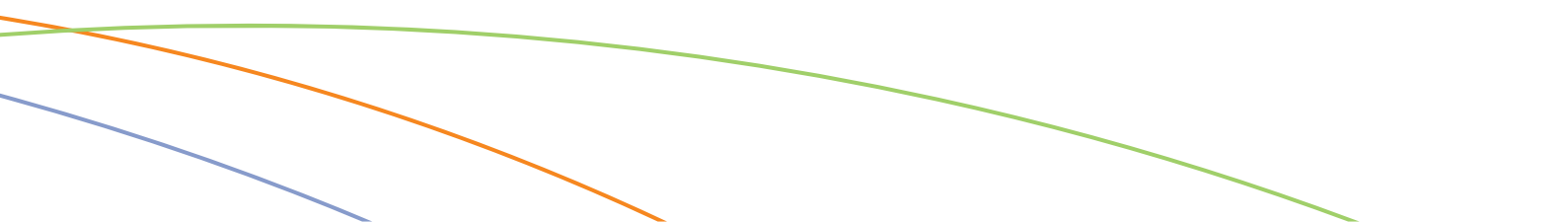
A truly exceptional forward thinking school with high expectations for all learners through a relentless approach to breaking down barriers to learning and evidenced by high standards of achievement across all ages, regardless of background

- A learning centred school which strives to nurture and develop the talents of all of its students
- A vibrant, tolerant and aspirational school community characterised by high levels of staff and student happiness and mutual respect, underpinned by pride, ambition and a commitment to achievement and enrichment for all
- A school community where all staff are committed to the 'Always Learning' ethos through personalised professional development underpinned by a collaborative coaching culture which promotes and nurtures all staff to sustain excellence and develop further
- A school that truly works in the community, with the community and for the community
- A financially efficient school that can provide for itself, think for itself and utilise resources to maximise the best outcomes for all
- A school that provides a relevant, purposeful and inspiring curriculum for all students enabling them to be active citizens in a modern diverse British and global community.

> Our School's Values are

We want everyone to work in a caring school where everyone is valued and everyone values relationships. Our emotionally intelligent school community will celebrate individual differences and people will understand how their actions will impact upon, and be perceived by, those they affect;

We expect all members of our school community to be the best they can be and help others to be the best that they can be by valuing: **Respect, Honesty and Excellence.**





> Our Staffing

We have a very capable and talented team of staff. The Senior Leadership Team consists of the Headteacher, 1 Deputy Headteacher, 5 Assistant Headteachers and the Finance and Business Manager. We have circa 70 teaching and 50 support staff.

The school is also supported by a committed and enthusiastic Governing Body, the members of which have a diverse range of skills and expertise.

We are strongly committed to the development of our staff. We use external courses to support colleagues but also believe firmly in the benefits of internal expertise – sharing through coaching and “in-house” good practice sessions. We also work with a group of other schools to support teacher training in middle-management and excellent classroom practice.

> Our Facilities

We are proud that high-class teaching and learning at Culcheth High School is supported by the best in modern facilities. We moved into a £29m new building in July 2010 with fantastic, state-of-the-art modern facilities. Each classroom is equipped with projectors and interactive equipment; there are now around 1200 computers for student use. Main features include:

- An open-plan restaurant and café
- Fabulous science labs and technology suites
- Large areas for creative and media
- A superb multi-purpose assembly hall
- Classrooms that operate dually as double learning spaces
- A Conference Centre
- Extensive ILC
- Community facilities
- Free parking

> Our Location

The school is based in the leafy village of Culcheth, in rural north Cheshire, mid-way between Manchester and Liverpool. It is a well appointed village, with a population of around 6,000. It is ideally located within easy access of a network of motorways and major roads. It is within close proximity to several business and technology parks. Housing in the area consists mainly of private property supplemented by some rented accommodation. The majority of our students live in Culcheth and the surrounding villages but we take students from other parts of Warrington and also other authorities such as Salford, Wigan and St Helens.





> Our Vacancy

Start Date:	Autumn Term 2025
Closing Date:	Sunday 31st August 2025
Grade/Salary:	The position is NJC grade 6 points 15-22 £29,093 - £32,654 pro-rata Actual salary £25,666 to £28,807 for a 40 week working year
Contract Type:	37 hours per week, term time plus 2 weeks, permanent contract
Interview Date:	Interviews will take place the week commencing 8th September 2025

> Application Process

Please download, complete and return the application form by the closing date specified. Candidates are asked to complete all the relevant sections of the application form and to submit a supporting statement, addressing the criteria listed on the person specification. This should be no longer than 2 sides of A4 paper. You may include examples from previous paid, unpaid or voluntary experience.

Please ensure that you provide an up to date email address with your application as we often contact candidates electronically rather than by post.

The completed application form should be emailed to info@culchethhigh.org.uk or

posted to:

Headteacher
Culcheth High School
Warrington Road
Culcheth
Warrington
WA3 5HH

Please note that due to the volume of applications we receive, we will only be able to contact candidates who have been selected for interview. If you do not hear from us within 4 weeks of the closing date, please assume that we will not be calling you for interview on this occasion.

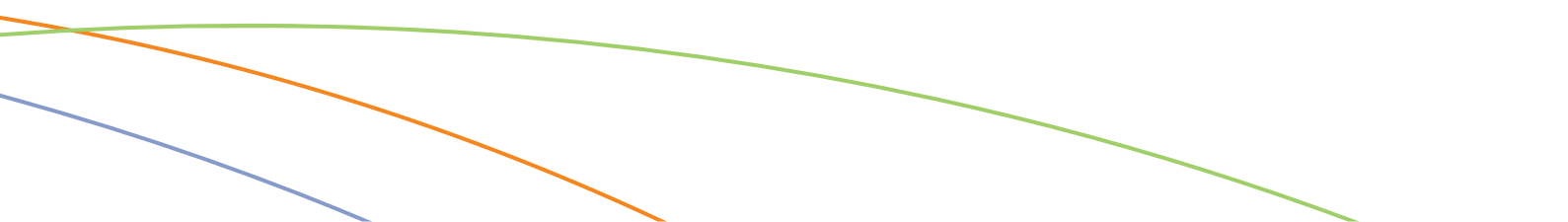
For additional information about the school please visit the website www.culchethhigh.org.uk. Tours of the school are welcome.

> Background Checks and Safeguarding Students

Culcheth High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The position advertised is subject to an Enhanced Disclosure and Barring Service Check, medical clearance, satisfactory references, qualification checks and eligibility to work checks under the Asylum and Immigration Act.

> Thank you

Thank you for considering Culcheth High School and we look forward to receiving your application.





> Job Description

Post holder:

Reports to: Schools Link Mental Health Team Member, CCG & MHST

Salary scale: Grade 6. JE Z8999

Hours of work: 37 hours, term-time only plus two weeks

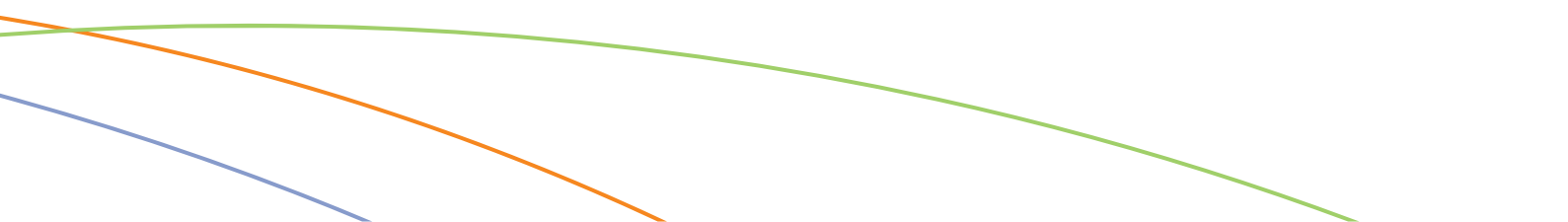
Job Overview & Purpose

1. To contribute to Warrington school's mental health provision and support for children, pupils and students.
2. Although based and employed at Culcheth High School, you will work alongside other mental health professionals, travelling across a wide range of school and settings.
3. To support the mental well-being of children and young people through planned interventions, guided support and personal goal setting.
4. To work with a range of school pastoral staff and wider children's and adult partner services, where appropriate.
5. To support and contribute to pastoral, well-being approaches and the ethos of educating the whole child initiatives surrounding mental health.
6. With training and support from experienced members of the school link team, trusted providers and accrediting bodies, the post holder will manage a defined case-load with a focus on providing person-centred activities that will support and promote the CYP's emotional well-being.

Key Areas/Objectives

- To work as part of the Schools Link Team with specific individuals or targeted groups of students to develop and deliver support to nurture CYP with mild to moderate mental health difficulties.
- To withdraw and lead small group work, with agreed strategies/target objectives including assessment and intervention for CYP.
- To liaise with and establish positive and proactive relations with school staff, parents, multi-agencies and students to support CYP with mild to moderate mental health difficulties.

Support for children and young people (CYP) with mild to moderate mental health difficulties

- To provide a good role model and take a lead role in supporting and delivering Schools Link to CYP.
 - To support school staff on a day-to-day basis, attempting when possible to ensure school staff are fully involved in mental health interventions.
 - To work in partnership with parents and carers to discuss CYP progress, welfare and engagement with Schools Link.
 - To complete and adhere to relevant risk assessments to manage any identified risks.
 - To take and process referrals from schools in a timely manner.
 - Assist school staff with the development and implementation of in-school Schools Link plans.
- 

- Establish productive working relationships with CYP and staff.
- Arrange and develop 1:1/group support arrangements with CYP and provide appropriate guidance for CYP, staff and parents/carers.
- Provide information and advice to enable CYP to make choices about their own mental health and wellbeing. Utilise person centred planning approaches.
- Challenge and motivate CYP. Promote and reinforce self-esteem.
- Provide feedback to CYP in relation to their progress with their own mental health and wellbeing.
- To effectively communicate and co-ordinate information and administration of systems using the Schools Link Secure recording system.
- To encourage and develop parental/carers involvement with Schools Link to CYP as appropriate.
- To liaise with outside agencies, including assisting with the preparation of reports of various kinds.
- Arranging and delivering pro-active programmes with groups of CYP. In school with school staff as part of the wider mental health school support programmes.
- Attendance at relevant school meetings, if appropriate.
- Deliver workshops, lessons and demonstrations to whole classes, parents or others.

Support For School Staff

- Monitor and evaluate CYP's responses and progress against mental health action plans through observation and planned recording.
- Provide objective and accurate feedback and reports, as required, to school staff on CYP's mental health, ensuring the availability of appropriate evidence.
- Establish constructive relationships with parents/carers, exchanging information in line with confidentiality, facilitating their support for their child's mental health, wellbeing, support & development
- Administrative support, for example, administration of records and systems, basic word processing, dealing with correspondence, compilation/analysis/reporting and making phone calls.

Whole School Support

- To safeguard and promote the welfare of CYP by complying with all policies, procedures and good practice relating to child protection, health, safety & security and data protection reporting all concerns to appropriate staff.
- Be aware of and support differences and ensure all CYP have equal access to opportunities to gain support, develop and integrate.
- Establish constructive relationships and communicate with other agencies/professionals in liaison with school staff, to support the mental health and wellbeing of CYP
- Participate in and deliver training and other learning activities as required.
- Recognise own strengths and area of expertise and use these to advise and support others.

- Be responsible for the support and delivery of before and after school activities, which consolidate and extend work carried out in and outside schools/colleges within guidelines established by the school support team.

Training and Supervision

- Participate in regular supervision, engage in reflective practice and be committed to continued development.
- To provide training to other professionals to improve mental health knowledge and skills in line with the transformation of children and young people's mental health services.
- To provide specific training and /or presentations to other agencies, statutory and voluntary, and promote and deliver specialist training programmes
- Work collaboratively with partner agencies within the principles of THRIVE. This will include joint working; consultation; and training aiming to develop joint working across agencies.
- Maintaining registration / accreditation requirements in accordance with the appropriate professional body in line with their professional qualification.
- Be accountable for own practice and professional behaviour. Promote people's equality, diversity and rights

Continuing Professional Development

- To receive and engage in regular clinical supervision in accordance with Clinical Governance Standards and the Code of Practice and ethical guidelines of professional body
- To contribute to the development and maintenance of the highest professional standards of practice through active participation in internal and external CPD training in consultation with the post holders service manager to meet professional body requirements for CPD and registration.
- To contribute to the development of best practice in the service by taking part in regular supervision and appraisal and maintaining awareness of current developments in the field.

Notwithstanding the details in this job description, in accordance with the Council's Flexibility Policy, the job holder will undertake such work as may be determined by the Headteacher from time to time, up to or at a level consistent with the principle responsibilities of the job.

Signed: _____

Date: _____

> Person Specification

	ESSENTIAL	DESIRABLE
SKILLS AND ABILITIES		
Ability to build effective working relationships with students, parents/carers and colleagues	Y	
Highly motivated, positive and inspirational role model for students	Y	
Excellent numeracy and literacy skills	Y	
Ability to work with students and identify appropriate learning styles	Y	
Hold a full driving license	Y	
Ability to work with outside agencies in order to achieve the appropriate outcome for individual students	Y	
Confidence and ability to motivate and engage students who can sometimes be hard to reach	Y	
Ability to work effectively within a team environment	Y	
Commitment to raise aspirations, attainment and achievement of identified students	Y	
Understanding of the emotional and social pressures/issues that have an impact on young people	Y	
Sensitivity, resilience and patience, with the ability to empathise with students and respond to individual needs whilst maintaining a professional approach	Y	
Ability to take initiative, organise own work and be self motivated	Y	
Ability to advise, guide and persuade	Y	
Ability to use systems of recording and reporting effectively	Y	
Ability to be discreet and maintain confidentiality	Y	
Ability to innovate and evaluate impact as this new role develops	Y	
KNOWLEDGE AND EXPERIENCE		
Experience of working with vulnerable groups within an educational environment	Y	
2 years plus pastoral/mentoring/behavioural/welfare experience	Y	
Relevant experience in engaging parental support	Y	
Knowledge of strategies which promote good behaviour and discipline	Y	
Relevant experience in motivating young people towards success	Y	
Understanding of principles of child development, learning styles and in particular barriers to learning	Y	
Effective use of ICT to support learning	Y	
Experience of resources preparation to support learning programmes		Y

QUALIFICATIONS		
GCSE Maths and English Language at grade C or above	Y	
Computer literate with experience of Microsoft Office applications	Y	
Training in special educational needs strategies		Y
NVQ3 or equivalent qualification/experience	Y	
PROFESSIONAL VALUES AND PRACTICE		
Have high expectations of achievement and behaviour	Y	
A caring and positive attitude towards student welfare	Y	
Ability to demonstrate an inclusive approach to students, parents, carers and staff, irrespective of social, cultural, linguistic, religious and ethnic backgrounds	Y	
Ability to work collaboratively with colleagues and carry out the role effectively, knowing when to seek help and advice	Y	
Ability to improve own working practice through observations, evaluation and discussion with colleagues	Y	
Willingness to undertake further training if required	Y	



**CULCHETH
HIGH SCHOOL**

> THE BEST THAT WE CAN BE



Teacher training at

Culcheth Campus
in partnership with Alliance For Learning SCITT

Google
for Education

Reference
School

Warrington Inclusion Hub
Committed
to Inclusion
2017-18



NCS CHAMPION SCHOOL SILVER
2018/19



Culcheth High School

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Warrington, Culcheth, WA3 5HH
Phone: 01925 767587

Website: www.culchethhigh.org.uk