



The
Chalfonts
Community
College

Success is an Attitude!



RECRUITMENT PACK

SEMH SUPPORT STAFF

Starting Date: Friday, 19 Sept 2025
Location: Chalfont St Peter, Buckinghamshire,
SL9 8TP

PRINCIPAL'S WELCOME



On behalf of students and staff, I would like to welcome you to The Chalfonts Community College. I am proud to be the Principal of this school where students of all abilities are welcomed, and we seek the best from every student. We work hard to inspire students to love learning and all we do is linked to this. At our core are lessons that inspire students and allow students to discover that they are capable of more than even they themselves thought possible.

As a larger-than-average school, we have a wide range of both curricular and extracurricular opportunities for students of all ages. The quality of teaching and breadth of our curriculum ensures that our students continue to perform successfully in public examinations.

The Chalfonts Community College is a vibrant and warm community where students are well-supported to fulfil their potential and leave school successfully prepared for their next steps. We have high expectations of everyone

within our community and all students are expected to work hard and behave in an exemplary fashion.

We are very proud to be working with Buckinghamshire Local Authority to open a new EBSNA ARP – an additionally resourced provision for students who are experiencing emotionally based school non-attendance. We know that this is a growing issue for young people. We have had a number of successes working with students who experience EBSNA in our mainstream school, and we are excited to be able to offer an enhanced provision to students who need more specialist support.

The Chalfonts Community College makes a difference to young people and we very much look forward to welcoming you to the school and to joining our team.

Caroline Whitehead

BA (Hons), Med, NPQH



WHY WORK AT THE CHALFONTS COMMUNITY COLLEGE?



Friendly & supportive staff community.



Ample car parking on site and use of the school gym on-site.



A referral bonus for recommending a colleague.



Two-Week October half-term break.



A commitment to workload reduction across the school.



High potential for Career Progression & CPD opportunities.



Social activities offered on a regular basis for staff to enjoy.



24/7 Employee Assistance Programme offering support for challenges at home and work.



Family-friendly staff policies that focus on a Work/Life Balance.



Teacher Pension Scheme / Government Pension Schemes



Minimal data collections (max. of 2 p/year group in a year).



Well resourced IT infrastructure and laptops for all staff.

AND WHAT OUR NEW ARP OFFERS...

- An opportunity to shape and develop a new SEMH provision from the ground up
- A dedicated class teacher and TA team, and access to curriculum support from the main school departments
- Immediate on-call support from pastoral staff and strategic backing from experienced leadership
- Extensive CPD opportunities in SEMH, trauma-informed education, and provision development
- A welcoming, supportive school community committed to inclusion and making a difference

OUR VISION & VALUES AT THE CHALFONTS COMMUNITY COLLEGE

Our school's motto is ***Success is an Attitude***; this describes our belief in a growth mindset and commitment to the success of each individual student.

OUR VISION

Our whole school vision is of a happy, successful, and aspirational community, both today and tomorrow.

OUR CORE BELIEFS AND VALUES

We are guided by the values of ***Commitment***, ***Conscientiousness***, ***Courtesy***, and ***Community-minded***.



COMMITMENT

Striving to do the best that you can do! Demonstrating resilience, grit and determination.



CONSCIENTIOUS

Taking pride in your uniform, school and community. Demonstrating self-reflection & obligation.



COURTEOUS

Treating others the way you would like to be treated. Demonstrating respect and consideration.



COMMUNITY-MINDED

Taking into consideration those that share in this community. Demonstrating collaboration & compassion.

THE NEW EBSNA ARP AT CHALFONTS COMMUNITY COLLEGE

We are excited to introduce a unique opportunity for passionate and dedicated support staff to join our newly established Additionally Resourced Provision (ARP) at The Chalfonts Community College. This provision is specifically designed to support students who are experiencing Emotionally Based School Non-Attendance (EBSNA). These students often face significant challenges that prevent them from attending mainstream school, and this role offers a chance to make a profound impact on their educational and personal development.

At the heart of our ARP is a nurture-based approach, grounded in the Nurture Principles and the Boxall Profile. This framework emphasizes the importance of creating a safe, supportive, and structured environment where students can build positive relationships, develop emotional resilience, and engage meaningfully with their learning. We believe that by meeting the emotional and social needs of our students first, we can enable them to make progress in all areas of their development, including academically.

The ARP aims to provide an environment where students can rebuild their confidence, re-engage with their learning, and gradually reintegrate into mainstream education. As an SEMH Teacher in this provision, you will be instrumental in delivering a trauma-informed, student-centered curriculum that recognizes the emotional, social, and academic needs of each individual student.

"Mornings and school drop offs were a nightmare, and my daughter just couldn't go into school. But the caring and creative approach from the Chalfonts team, always moving as slowly as she needed, changed everything for her".

Parent of a Year 9 Student



WHAT WE ARE LOOKING FOR

We are seeking committed and compassionate SEMH Support Assistants to work across classroom, home, and community settings. This role is ideal for someone who is flexible, trauma-informed, and passionate about supporting children who have disengaged from education.

Ideally we would like someone who has experience in this sort of role, but the most important thing is to find the right person, with the right values, ethos and attitudes.

We look forward to meeting you!



JOB DESCRIPTION

SEMH SUPPORT STAFF

JOB DETAILS

Salary:	£21,000 – £24,000 (FTE)
Hours:	Full Time Term Time Only 37.5 hours per week
Contract type:	Permanent
Line Manager:	SEMH ARP class teacher
Responsible for:	Supporting teaching across the curriculum for students in the EBSNA ARP

MAIN PURPOSE

The Chalfonts Community College is seeking dedicated SEMH support staff to join our newly established Additionally Resourced Provision (ARP) for students with Emotionally Based School Non-Attendance (EBSNA). This role will initially focus on Key Stage 3 students but will grow alongside the cohort into Key Stage 4. The ARP aims to provide a nurturing, structured environment where students can thrive academically, socially, and emotionally.

This is a unique opportunity for a member of staff who is passionate about creating and shaping an inclusive, trauma-informed educational experience for students with SEMH needs. You will have the chance to make a real difference in a new provision, with the potential to develop and train yourself in different interventions and supporting roles as the provision grows.

GENERAL RESPONSIBILITIES

In-School Support

- Work directly with students in the ARP classroom to support learning, engagement and emotional regulation.
- Implement personalised strategies developed by the ARP teaching and therapeutic team.
- Build trusting relationships with students to promote safety, belonging, and confidence in school.
- Plan and deliver individual interventions to students according to their EHCPs and personal learning plans.
- Work with the class teacher to develop personal learning plans for all students, and to monitor students' progress and achievement.

Community and Outreach Work

- Carry out Safe and Well home visits for students who have not attended school.
- Deliver home-based mentoring or tutoring for students not yet ready to attend on-site.
- Actively support reintegration planning by maintaining regular, relational contact with students and families.
- Visit and liaise with staff at external or therapeutic part-time placements, ensuring continuity of care and support.

Additional Duties

- Keep accurate records of outreach and student progress.
- Collaborate with the multi-agency team, including external therapists and outreach providers.
- Contribute to reviews, planning meetings, and the ongoing development of the ARP.



PERSON SPECIFICATION

SEMH SUPPORT STAFF

ESSENTIAL EXPERIENCE:

- Experience working with young people with SEND.
- Strong interpersonal skills and the ability to build trust quickly with vulnerable students and families.
- Confidence working in a variety of settings, including homes and community spaces.
- Resilience, creativity, and a flexible approach to working beyond the traditional classroom.
- Full driving licence and access to a vehicle (or ability to travel locally).

DESIRED EXPERIENCE:

- Experience working with young people with SEMH needs or those who have experienced difficulties attending school.
- A deep understanding of trauma-informed approaches and relationship-based practice.
- Experience in outreach or community-based roles.
- Knowledge of Emotionally Based School Avoidance (EBSA) frameworks and interventions.
- Relevant qualifications (e.g., Youth Work, Therapeutic Support, Education/Teaching Assistant qualifications).

BEHAVIOUR AND SKILLS:

- A 'can do' attitude.
- Excellent listening skills and high levels of emotional intelligence.
- Strong organisational and time-management skills.
- Resilience and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.
- The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop.
- Confidence and self-motivation.
- High levels of honesty and integrity.
- Ability to communicate fluently in accurate spoken and written English.



HOW TO APPLY & THE INTERVIEW PROCESS

HOW TO APPLY

To apply for this post, please complete an application form in full via our [TES.com recruitment page](#) under the relevant vacancy. Please also ensure that you prepare a supporting statement in which you outline why you would be the best candidate for this post – not exceeding more than two A4 pages, and add this to the supporting statement on your TES application.

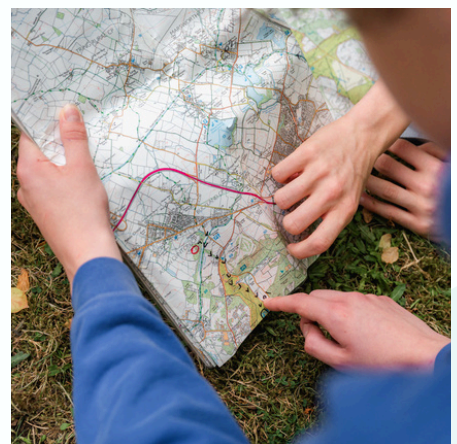
Application forms can also be downloaded from the [Job Vacancies](#) section on our website, should you prefer to apply via email. Once completed, please send your completed application form, letter of application and CV to Miss Sharon Green at hr@chalfonts.org.

INTERVIEW

Shortlisted candidates will be invited to interview for the post via email. Upon agreeing to interview for the position, candidates will receive a detailed schedule and expectations for the interview.

The Chalfonts Community College is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. A DBS check which will include a barred list check will be undertaken for the successful applicant and a certificate of good conduct may be required.

Please note that The Chalfonts Community College is not a registered UK Visa Sponsorship institution and therefore cannot accept/sponsor applicants that require sponsorship for Visa Requirements.





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