

Social Emotional Mental Health Learning Support Assistant (SEMH LSA) - Term Time Only



The BRIT School

Are you passionate about making a difference in the lives of young people with social, emotional, and mental health (SEMH) needs? Do you have the skills and resilience to support students in reaching their full potential? If so, we'd love to hear from you!

We are seeking a dedicated and motivated **Social Emotional and Mental Health Learning Support Assistant (SEMH LSA)** to join our team. This is an exciting opportunity to work with students aged 14–19 in a supportive and dynamic environment.



About the Role

As a SEMH LSA, you will:

- Provide specialised support to students with SEMH needs, promoting their academic and personal progress.

- Collaborate closely with subject teachers to engage and support students in classroom activities.
- Offer 1:1 and small group support in the AEN department, creating tailored resources and interventions.
- Monitor and report on students' progress, contributing to Learning Passports, EHCP Annual Reviews, and other relevant documentation.
- Deliver intervention programmes and support literacy, numeracy, and IT skills development.
- Be on call to manage mental health emergencies and high-level concerns for SEMH students.
- Co-lead staff training on managing complex SEMH needs and contribute to behaviour management strategies.
- Uphold and promote the school's ethos, policies, and commitment to safeguarding and equality.

Key Requirements

We're looking for someone who is:

- Experienced or knowledgeable in supporting students with SEND, particularly SEMH needs.
- Willing to undergo specialised SEMH training.
- Proficient in ICT and skilled in report writing, organisation, and analysing student progress.
- Resilient, flexible, and calm under pressure.
- An excellent communicator, able to work collaboratively with students, staff, parents, and external agencies.
- Passionate about safeguarding and promoting the welfare of children and young people.

Why Join Us?

- Be part of a supportive and inclusive team dedicated to empowering young people.
- Access opportunities for professional development and training, including specialised SEMH training.
- Contribute to meaningful work that impacts students' lives and futures.

Applicant Information Pack

Closing date

10th February 2024 (9am)

Interview date

19th February 2025

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A Message from the Principal



Creativity is crucial to the future of our economy and society. For over 30 years, The BRIT School has successfully nurtured creative skills in students from every type of background alongside a robust and full academic curriculum. And it does so for free.

Young people who choose to come here are given the tools to carve out their career, the space to think and the environment to be themselves. This is a playground with professional boundaries, where the raw talent of 14–19 year-olds meets the nurturing expertise of world-class teachers.

The BRIT School revolutionises the lives of its students; 98% of all students who have graduated find work in a huge range of creative industries, or enroll for higher education or training. We are proud to be a Croydon school and equally proud to have national and international friends who support the school with professional and unique opportunities. As the Good School Guide articulates, *“You’ll find BRIT graduates’ words, music, performance, directorial and backstage talents just about everywhere you look, from fashion shows to musicals, national theatre to community arts, in the UK and internationally.”* This is a hardworking, fun, passionate school packed with dedicated individuals who love the creative and performing arts and recognise the importance of a thorough and robust education in all subjects. We believe in developing well rounded, articulate, kind and dynamic young people.

A handwritten signature in black ink that reads "Stuart Worden". The signature is written in a cursive, flowing style.

Stuart Worden
Principal

Job Description

Job Title	Social Emotional and Mental Health Learning Support Assistant
Department	Additional Educational Needs
Grade	Band 4 Point 13 - £28,340.40 (£31,986 FTE)
Hours of Work	35
Contract Type	Support staff
Responsible to	SENCo
Responsible for	Specialised support of students with SEMH needs
Job Overview	To promote the progress of SEMH students across the AEN Client List

Key Responsibilities - LSA

- To work with students on the AEN client list to ensure they understand their activities, tasks or briefs.
- Work closely with subject teachers to support students in completing work in the classroom environment and using appropriate strategies to keep students on task and engaged in the work set, ultimately encouraging their independence.
- To monitor students' work in class and provide feedback to teachers and the SENCo on their achievement and progress, whether positive or negative.
- To maintain records, write notes or reports on progress for the SENCo, and to contribute to Passports for Learning and EHCP Annual Reviews.
- To assist students in the development of their Literacy, Numeracy and IT skills.
- To create or differentiate additional support materials, when appropriate, to the student's level of need.
- To plan, support and teach individual students or small groups in the AEN department.
- To communicate with staff, parents and caregivers, and outside agencies providing feedback, under the guidance of the SENCo.

- To be aware of and conform to School policies and procedures, for example safeguarding, welfare, health and safety, data protection, pastoral care, and to inform appropriate staff of any concerns.
- To use relevant knowledge/skills to support students in a range of Arts Subjects with students aged 14 – 19 in a vocational context.
- Under guidance, to deliver a learning programme for Option Support students.
- To present appropriate student attainment data to the AEN team during AEN meetings.
- To participate in AEN inset training with departments.
- To work occasional evenings during open days and whole School events.
- To undergo any training required in order to perform duties efficiently.
- To exercise a commitment to the School's mission statement and stated ethos including the equal opportunities policy, health and safety policy and all other current School policies.
- To undertake any other duties or one-off talks at the reasonable request of the Principal/SLT/Line Manager.
- To co-tutor a Key Stage 4 group as part of the pastoral team.

Key Responsibilities SEMH LSA

- To lead, with the SENCo/Deputy SENCo, on the progress and wellbeing of young people with SEMH needs by exercising adequate support and supervision.
- To co-lead on training of staff to manage these complex needs.
- To be on call to manage high level concerns for students with SEMH needs.
- To establish clear guidance for pupils with a view to establishing high standards of behaviour and achievement across the learning and participation in the school community.
- Attending meetings as required to discuss children on an individual basis and contribute towards establishing a unified and consistent approach throughout the School. This may include contributing to a pupil's Annual Review in either written or verbal form.
- Participate fully in the daily observation and recording of SEMH pupils' behaviour and progress in the appropriate manner and to give feedback to teachers and other staff teams where appropriate.

- To assist in the professional development of colleagues and self by involvement in relevant aspects of the School's Staff Support and Development Programme.
- To ensure that the advanced skills in behaviour management are constantly revisited so that staff are able to work individually with pupils who exhibit high levels of disturbance.
- To be on call to support mental health related incidents.

Person Specification

Applicants should demonstrate in their supporting statement how their qualifications, experience, skills and training for each of the criteria below.

Criteria	Description	Essential / Desirable
Education and Training	Willingness and capacity to undertake IT and other training to support the needs of students	Essential
	English and Maths at GCSE grade 4	Essential
	Willingness to undergo specialised SEMH training	Essential
	Trained in Mental Health First Aid (or similar qualification).	Desirable
Experience	Knowledge of SEND	Essential
	Proven ability in a learning support or similar role	Essential
	Proven ability or interest in Arts Education	Desirable
	Experience of delivering specific intervention programmes	Desirable
	Understanding of how to monitor and track the progress of pupils	Desirable

Knowledge & Skills and Qualities	Good ICT key skills	Essential
	Ability to analyse, interpret and collate information about students in order to write effective reports	Essential
	Good literacy, numeracy and organisational skills	Essential
	Ability to liaise and communicate effectively with students, parents/carers, colleagues and some outside agencies	Essential
	Resilience – the ability to remain calm and work well under pressure	Essential
Personal Qualities	Excellent communication skills (including written, oral and presentation skills)	Essential
	A commitment to safeguarding and promoting the welfare of children and young people	Essential
	Flexible and open to continuous change	Essential
	Committed to equality	Essential
	Ability to work effectively within a team	Essential

Terms and Conditions

Availability To start ASAP

Contract Type Permanent

Hours of Work 35 hours a week

Salary Band 4 Point 13 - £28,340.40 (£31,986 FTE)

Payday is the 26th of each month or the last working day before this should the 26th fall on a weekend or bank holiday.

Work permit All applicants must be permitted to work in the UK and hold a relevant work permit where necessary. This is not a role in which The BRIT School sponsors a visa application.

DBS Check The appointment will be subject to satisfactory DBS clearance at the Enhanced level (child workforce).

Probation The post is subject to a successful six months' probationary period.

Notice Period This appointment may be terminated by the staff member giving the Principal notice or the Principal giving the staff member notice of 3 months.

Pension Membership of the Local Authority Pension Scheme is an important employee benefit providing future income for your retirement.

Staff Benefits

Annual Season Ticket/ Travelcard Loan The school offers an annual loan for those staff who wish to make use of the reduced annual prices.

Events All staff receive complimentary tickets on a first come first serve basis for any BRIT School show of their choice.

Eye Tests & Glasses For staff who use computer screens regularly in their role, the school will pay for their eye test and also up to £100 for new glasses if required for the purposes of seeing the computer screen.

Cycle Scheme The School is a member of cyclescheme www.cyclescheme.co.uk

Pension Support Staff are automatically enrolled in the Croydon Council Pension Scheme.

Employee Assistance Program (EAP) The BRIT School offers an employee assistant program (EAP) which includes a free counselling service and financial advice.

Local Discounts Staff are entitled to a discount at the Croydon Better Leisure Centres. These are located in South Norwood, Thornton Heath, Purley, New Addington and Waddon.

School Facilities **Library** – The School has a very well stocked library with not only books, but magazine, journals, music and DVD's which staff are very welcome to utilise.

About Us

School Overview

The BRIT School is the leading Performing and Creative Arts school in the UK and completely FREE to attend. It provides a unique education for over 1,400 pupils aged between 14 and 19 in the fields of music, film, digital design, community arts, visual arts and design, production and performing arts as well as a full academic programme of GCSEs and A Levels.

The BRIT School has produced many successful singers, musicians, dancers, technicians, film-makers, performers, designers, games-makers, set-makers, community arts practitioners, DJs, actors, stuntmen, producers, authors and a whole lot more.

Former Students have so far won 12 BRIT Awards, 19 Grammys, 2 BAFTAs and 2 Oscars, a Laurence Olivier Award, a UK Theatre Award and 2 London Evening Standard Awards.

In November 2024 OFSTED rated the school 'outstanding' in all five categories of measurement: Teaching and Learning, Behaviour and Attitudes, Personal Development, Leadership and Management and the Sixth Form provision.

Our Mission

To prepare young people for careers in the creative and performing arts.

Our Values

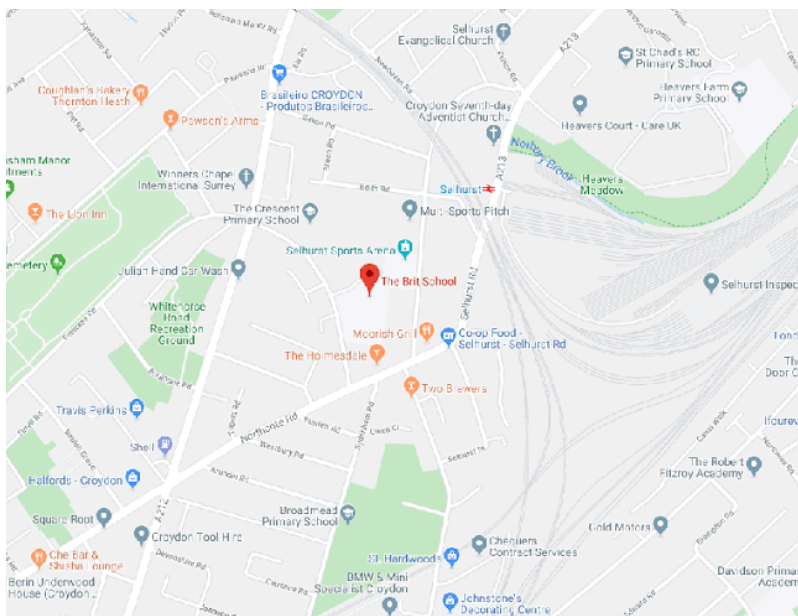
- Original
- Responsible
- Ambitious
- Inclusive
- Kind



Location

The BRIT School is located in Selhurst, Croydon (Greater London).

60 The Crescent, Croydon CR0 2HN



How to Apply

If you're ready to make a difference and support the success of The BRIT School, we'd love to hear from you! To apply, please complete our [Application Form](#) available on our website in the 'Work for Us' Section.

CV's without an application form cannot be accepted.

Closing date

10th February 2024 (9am)

Interview date

19th February 2025

The interview will consist of 3 parts, a formal Interview, role related task and a tour of the school.

Prior to taking up the post an enhanced DBS clearance will be required.

The BRIT School is an Equal Opportunities Employer and an educational non-profit making registered charity. Roll: 1436 14 – 19 year old students Britain's leading state-funded school for the performing arts.

The BRIT School is committed to Equality, Diversity and Inclusion.

For more information visit our website www.brit.croydon.sch.uk