



Briefing Pack for Applicants

Barnsley Academy

Mental Health and Wellbeing Lead

October 2026

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Section 1 - Post Advertisement



Job title:	Mental Health and Wellbeing Lead
Location:	Barnsley Academy, Farm Road, Kendrey Barnsley S70 3DL
Starting salary:	FTE £41,284.00 Actual £36,536.34 gross per annum
Start Date:	As soon as possible
Contract:	Permanent, Full-Time, 39 working weeks + 1 week

Barnsley Academy is seeking to appoint a dynamic and enthusiastic Mental Health and Wellbeing Lead to join their established team.

The academy is part of United Learning, a national group of schools and academies. Barnsley Academy is an 11-16 secondary. As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost. Please watch our Welcome Video to find out how our values of Ambition, Determination and Respect underpin everything that staff and students do here at Barnsley Academy: [Barnsley Academy > Video](#)

United Learning is one of the largest and most successful Trusts in the country who offers unrivalled Continuing Professional Development (CPD) and training, including opportunities for nationwide networking.

We are looking for someone who:

- Is both authoritative and approachable and have excellent people skills.
- Is a team player.
- Has sound knowledge of Microsoft Office packages.
- Will be resilient in following the academy's behaviour policy.
- Has a fundamental belief in the power of education to enable students to achieve anything they set their minds to.

Main duties will include:

- To develop excellent working relationships with colleagues internally, centrally and externally.
- To be an effective and flexible member of the Academy staff, contributing to the successful adherence to Safeguarding Policy.
- To uphold the Academy policies and procedures at all times.
- To ensure any documentation produced is to a high standard and is in line with the in-house style.
- Be aware and comply with policies and procedures relating to Safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Academy's Performance Management process (PDR).

- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To promote the area of responsibility within the Academy and beyond.
- To represent the Academy at events as appropriate.
- To support and promote the Academy ethos.
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post.
- The postholder must comply with GDPR and school data protection policies at all times, particularly in relation to sensitive student information.

We will offer you:

- Highly competitive salary. We pay an average of 5% above national scales, the best rates of pay in the sector.
- Excellent facilities and resources.
- Access to an outstanding professional development programme.
- One personal leave day a year.
- Polite, respectful and dedicated students who want to learn and fulfil their potential.
- Colleagues who are supportive, friendly and who are committed to each other's professional development.
- A chance to become part of one of the largest groups of academies in the country.
- Opportunities to work collaboratively with colleagues in other schools within the Yorkshire cluster and across United Learning.
- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions.
- Access to training through the Apprenticeship Levy.
- Generous staff discount scheme.
- We are open to requests for flexible or part-time working; and we encourage open and regular conversations about work-life balance.

If you possess these qualities and share the academy's vision, then we will be delighted to hear from you. Please refer to the job description and person specification for further details.

How to Apply:

To apply, please click the 'Apply Now' button at the top of the advert on our website using the following link to our vacancies page: [Barnsley Academy > About Us > Vacancies](#) and complete our online application form. Please note that CVs are not accepted.

Closing Date, Shortlisting and Interviews:

The following gives an indication of the planned timescales for the appointment process (*shortlisting and interview dates may be subject to change*):

Application Closing Date	8am on the 19 th October 2026
Shortlisting	19 th October 2026
Interviews	W/C 19 th October 2026 (subject to change dependent on shortlisting)

If you would like to discuss this exciting opportunity, please contact hr@unitedlearningyorks.org.uk

United Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health, right to work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

Section 2 – United Learning

Barnsley Academy is part of United Learning which is a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum and online learning portal all help us share knowledge and resource, which supports simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better, we provide good career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call 'the Best in Everyone'.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out 'the Best in Everyone'. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

<https://unitedlearning.org.uk/>

Section 3 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of three Secondary Academies: Barnsley Academy, Sheffield Park Academy and Sheffield Springs Academy, who work alongside a number of local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our Academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every Academy.

United Learning Trust is a national organisation serving Primary and Secondary Academies, all-through Academies and Independent Schools. Our ethos is, “the Best in Everyone”. This is a useful phrase that sums up the work and focus of the organisation. Every decision taken is done with this aim in mind: for staff, for students and for the community. The Trust values of Respect, Determination and Ambition are driven through the Character Programme, which each Academy has carefully interpreted in their own way. The Trust attributes of Creativity, Confidence and Enthusiasm are demonstrated at every level.

United Learning, and Academies within the Yorkshire Cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools you will be inducted, supported and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Perkbox, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering us.

Best wishes,

Charlie Johnson
Regional Director
United Learning

Section 4 – Letter from the Principal of Barnsley Academy



Dear Candidate

Thank you very much for your interest in joining Barnsley Academy. I am extremely proud to call myself Principal of this wonderful school and to lead such a dedicated and highly skilled staff team.

Barnsley Academy is a thriving, inclusive secondary school at the heart of our local community. As part of United Learning, we are committed to delivering an education with character—one that nurtures academic excellence, personal development, and a strong sense of belonging. We serve a diverse student population and are proud of our inclusive ethos, high expectations, and relentless focus on ensuring every child achieves their full potential.

Barnsley Academy is a place where professional growth is supported, and every member of our team plays a vital role in shaping the future of our students and our school. Our staff are passionate, collaborative, and deeply committed to making a difference.

We are an outward-facing school, learning from outstanding schools both within the group and beyond. We are unapologetic about our high standards and unashamedly ambitious for all of our students and we are on a journey to becoming a great school with excellence as standard. As part of this journey, we have created a culture that is warm and strict, disciplined and joyful, and ensures disruption-free classrooms, so that teachers can teach and students can develop both their knowledge and character.

In addition, we are committed to staff wellbeing and have a wide-reaching wellbeing programme in place. We listen to the views of our staff team and strive to make Barnsley Academy a brilliant place to work for all, ensuring workload is considered and carefully balanced to ensure staff have the greatest possible positive impact on the young people of our school.

Location

Our academy is located close to Barnsley town centre, with excellent connections to wider transport networks. The M1 motorway is just minutes away, whilst strong rail links are in place with connections to cities like Sheffield, Leeds and Huddersfield.

If you are aligned with our mission and values, we very much look forward to hearing from you and would be delighted to welcome you for a visit should you wish to have a look round before applying for the post.

Good luck with your application and thank you again for considering Barnsley Academy as the next stage in your career.

Best wishes,

Stephen Pitcher
Principal
Barnsley Academy

Section 5 – Job Description



Job Description

Post title	Mental Health and Wellbeing Lead
Salary	FTE £41,284 Actual £36,536.34 gross per annum
Responsible to	Senior Vice Principal
Responsible for	There are no direct line management responsibilities associated with this role.
Role purpose	To lead, coordinate and continually develop the academy's approach to mental health and emotional wellbeing, ensuring a coherent, inclusive and high-impact system of support for all students. This is a hybrid leadership role, combining: • Strategic oversight • Targeted operational support and intervention The postholder will ensure that all students – particularly the most vulnerable – are identified early, supported effectively, and able to succeed, while strengthening whole-school practice.
Relevant qualifications	• Educated to degree level or at least Level 4 with both English and Maths GCSE at Grade C/5 or above

The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning Trust and academy policies and procedures, and within the legislative framework applicable to academies.

Role Summary

To lead, coordinate and continually develop the academy's approach to mental health and emotional wellbeing, ensuring a coherent, inclusive and high-impact system of support for all students. This is a hybrid leadership role, combining:

- Strategic oversight
- Targeted operational support and intervention

The postholder will ensure that all students – particularly the most vulnerable – are identified early, supported effectively, and able to succeed, while strengthening whole-school practice.

Key Responsibilities

Key Tasks and Activities

Strategic Leadership & Whole-School Approach

- Lead the development and implementation of a whole-school mental health and wellbeing strategy
- Further develop our tiered model of support (universal, targeted, specialist) in line with United Learning's *Tiered Model for a Mentally Healthy School*
- Provide advice and contribute to the development of academy policies relating to mental health, behaviour, safeguarding, attendance and inclusion
- Promote a culture of inclusive practice, resilience and wellbeing

Provision Mapping, Coordination & Impact

- Coordinate mental health provision across the academy, ensuring clarity and consistency
- Develop and maintain systems for:
 - identifying need
 - tracking interventions
 - monitoring outcomes
- Evaluate the impact of provision, including counselling services (e.g. REACT)
- Use school data (attendance, behaviour, safeguarding) to identify trends and drive improvement
- Plan, coordinate and evaluate the use of tools to identify the drivers behind student emotional wellbeing
- Ensure students access timely and appropriate support, internally and externally

Case Oversight & Targeted Support

- Coordinate and review SEMH-related individual Health Care Plans (if applicable) and associated provision
- Support triage, referral and escalation processes relating to mental health and emotional wellbeing
- Deliver targeted small-group interventions and short-term support where appropriate
- Contribute to crisis response and support following serious incidents
- Work collaboratively with the SENDCO to ensure SEMH needs are accurately identified and appropriate provision is in place

Attendance, EBSA & Inclusion

- Work alongside the SENDCO and Attendance Team to support students experiencing Emotionally Based School Avoidance (EBSA), recognising the relationship between attendance difficulties, SEMH needs and special educational needs.
- Identify and support students at risk of:
 - persistent absence
 - exclusion
 - disengagement
- Develop strategies to improve engagement, attendance and inclusion
- Contribute to plans supporting reintegration, transition and inclusive practice for identified students.

Staff Development & Professional Support

- Build staff confidence in responding to mental health needs
- Provide guidance on strategies for individual students
- Deliver or coordinate staff training on:
 - mental health awareness

- trauma-informed practice
- inclusive classroom approaches
- Support middle leaders to embed consistent, high-quality pastoral practice

Multi-Agency Working & Family Engagement

- Lead relationships with:
 - CAMHS
 - external services
 - local authority and community partners
- Support and lead Early Help Assessments (where appropriate)
- Work closely with families to strengthen engagement and access to support
- Represent the academy in multi-agency meetings and panels

Safeguarding & Wider Responsibilities

- The postholder will act as a Deputy Designated Safeguarding Lead (DDSL), ensuring close alignment between mental health support, safeguarding practice, and student welfare (DDSI training will be offered).
- Work closely with others in the safeguarding and inclusion teams to support vulnerable students
- Ensure all work aligns with safeguarding and child protection procedures
- Attend and contribute to weekly inclusion and pastoral meetings
- Contribute to the wider ethos, values and priorities of the academy

General

- To develop excellent working relationships with colleagues internally, centrally and externally.
- To be an effective and flexible member of the Academy staff, contributing to the successful adherence to Safeguarding Policy.
- To uphold the Academy policies and procedures at all times.
- To ensure any documentation produced is to a high standard and is in line with the in-house style.
- Be aware and comply with policies and procedures relating to Safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Academy's Performance Management process (PDR).
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To promote the area of responsibility within the Academy and beyond.
- To represent the Academy at events as appropriate.
- To support and promote the Academy ethos.
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post.
- The postholder must comply with GDPR and school data protection policies at all times, particularly in relation to sensitive student information.

Information

This post may require the post-holder to have a degree of flexibility and willingness to work outside of normal working hours.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have therefore, been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post-holder.

Elements of this job description and changes to it may be negotiated at the request of either the post-holder or the incumbent of the post.

I accept my job description and job title as detailed above.

Name (print)	
Sign	
Date	

Section 6 – Person Specification



Person Specification

Post title	Mental Health and Wellbeing Lead		
Salary	FTE £41,284 Actual £36,536.34 gross per annum		
Education and Qualifications	Essential	Desirable	
Educated to degree level or at least Level 4 with both English and Maths GCSE at Grade C or 5 or above	X		
Experience	Essential	Desirable	
Experience of working with students with SEMH needs	X		
Mental health and wellbeing leadership		X	
Safeguarding experience	X		
Multi-agency working	X		
Attendance/EBSA work		X	
Early Help processes		X	
Staff training and development		X	
Knowledge and Skills	Essential	Desirable	
Ability to identify and analyse the underlying issues that may lead to underachievement and barriers to learning and participation.	X		
Ability to prioritise, plan, organise and manage work life balance.	X		
Ability to work as an effective team player, understanding the strengths and weakness of others to help team development.	X		
Excellent time management and organisational skills.	X		
Excellent interpersonal, presentation and communication skills, both written and spoken.	X		
Ability to be resilient and flexible and to try different approaches with students whose needs may be very different.	X		
Ability to plan, monitor, evaluate and review all interventions with students.	X		
Committed to the personal professional development of yourself and others.	X		
Commitment to safeguarding and welfare of all students.	X		
DDSL safeguarding qualification (or willingness to complete this).	x		
Mental health lead training (or willingness to complete this).	x		
Personal Attributes	Essential	Desirable	
Maintains confidentiality and discretion	X		

Able to make connection between their work and the benefits to students.	X	
Good written and verbal communication skills.	X	
Ability to prioritise and manage workload while maintaining a flexible response to urgent requests.	X	
Establishing and maintaining high standards and expectations.	X	
Good interpersonal skills and ability to work with staff and stakeholders at all levels.	X	
Organised and good attention to detail.	X	
High expectations of self.	X	
The ability to act on advice and be open to coaching.	X	
A commitment to extra-curricular activities.	X	
A continued interest in developments in teaching and learning.	X	
The ability to motivate others.	X	
The ability to establish effective working relationships with individuals, groups and organisations.	X	
The ability to remain calm and diffuse situations.	X	
The demonstration of a concern for excellence in one's professional work and the achievement of students.	X	
A commitment to support the school's aims, vision and ethos.	X	
Adaptability and resilience, with the ability to cope with periods of work pressure with good humour and a sense of proportion.	X	
Energy and commitment to professional responsibilities and to the betterment of all students.	X	
A willingness to contribute to the wider life of the school.	X	

Section 7 – The Appointment Process

These notes are intended to guide you when making an application.

The Application Form

The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully and accurately, including exact dates. You are requested to submit a concise application. CVs are not accepted.

Education and Training

State your qualifications and any training you have undertaken relevant to the post.

Present Appointment

Make it clear what your present post is, which establishment you work in and who your employer is.

Previous Appointment

When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

Referees

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. Reference will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

The Supporting Statement

The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

Arrangements for Interview

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website/s prior to attending the interview.

The Interview

Candidates will be invited to interview at the school during which time they will have the opportunity to meet staff and students and see the school at work.

Feedback

Feedback is offered to those candidates who are shortlisted, interviewed and not recommended for appointment. It is hoped that this information will help you with future applications.

Section 8 – Visitors/Contacts for Barnsley Academy



Barnsley Academy
Farm Road
Kendray
Barnsley
South Yorkshire
S70 3DL

Website: www.barnsley-academy.org
Email: enquiries@barnsley-academy.org
Telephone: 01226 284606

Barnsley Academy is an 11-16 secondary and is Ofsted rated 'Good'. As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.