The CE Academy

Mental Health Professional

Location: The CE Academy - Secondary - Alternative Provision (AP) Academy – Northamptonshire

Salary: FTE £38,220 - £47,181 Grade J-K, points 27 to 36 (Pro Rota)

Contract Type: Full-time - Term time 39 weeks or 42 weeks – negotiable at interview

Reports To: SEND & Wellbeing Strategic Lead

Closing Date for Applications: 20th April 2026 at 5pm. **Interviews:** W/B 27th April 2026
Start Date: May 2026 (flexible start date for the right candidate)
As part of our application process we always encourage prospective candidates to visit one of our sites and meet with staff and young people. If this is something of interest please let me know and we will look to arrange a date.

Calling all Mental Health Professionals!

This is an exciting time to join The CE, Alternative Provision Academy. To meet the ever-emerging needs of our young people The CE Academy is looking to recruit a mental health professional to work as part of our SEND & Wellbeing Team to support the young people at our school.

This role will provide a unique opportunity to work in collaboration with our experienced SEND & Wellbeing Strategic Lead to support the mental health and wellbeing of our young people. This involves the ability to assess, plan and deliver a range of SEMH interventions to provide them with the skills to cope with challenging future events in their lives.

The CE Academy is part of a highly successful trust called Tove Learning Trust (TLT).
CE Academy is a multi-sited AP Academy providing Alternative Education for young people who are either permanently excluded from school, at risk of permanent exclusion from school, or pupils with emotionally based school avoidance. We also respond to the educational needs of pupils with EHC Plans who would otherwise be attending specialist provision.

We maintain positive expectations of the behaviour and performance of every pupil and foster an atmosphere of mutual respect between pupils and staff. We also promote the right to fail.

We are now looking for a Mental Health Professional to join our team of staff, who are keen to further develop opportunities for our young people.

Job Context:

The Mental Health Professional will provide targeted mental health support and interventions for students at CE Academy, many of whom have experienced trauma, social, emotional, and mental health (SEMH) difficulties, or adverse childhood experiences. The role involves working closely with students, staff, families, and external agencies to promote emotional well-being and positive mental health outcomes.

Key Responsibilities:

- Provide professional support for students including the diagnostic, remedial and practical management of their mental health.
- Engage in appropriate Multi-agency and family working to support the pupils and the school to get the best interventions and mental health support.
- Devise, deliver and engage in School wide overview of staff training & support for mental health issues, challenging behaviours and strategies to employ with the pupils.

Job Description

Student Support and Interventions:

1. Provide one-to-one and/or group-based therapeutic support to students with mental health, and emotional well-being needs and challenges including anxiety, attachment, depression, neurodiversity and behavioural concerns.
2. Develop and implement strategies to help students regulate emotions, build resilience and positive attachments.
3. Conduct assessments of students' mental health and emotional needs, maintaining accurate records and ensuring confidentiality.
4. Assess students' mental health needs and work collaboratively with school staff to create individualised support plans.
5. Deliver evidence-based or practice based evidence or interventions, including CBT/ DBT and Trauma Informed approaches as well as sensory, play, mindfulness or other therapeutic techniques, reaching beyond talking therapies.
6. Offer crisis intervention and immediate support to students in need, ensuring appropriate follow-up and referrals when necessary.
7. Work in collaboration with Teachers, SENCO, Pastoral Staff, and Safeguarding Leads to provide a holistic approach to student well-being.
8. Support students in reintegrating into mainstream education or progressing into further education, training, or employment.
9. Work within the wider SEND team to develop whole school approaches and activities focussed on building resilience, coping skills and mental wellness for students and staff.
10. Be creative, flexible and adaptable to changing needs and requirements of school and students

Multi-Agency & Family Working:

11. Liaise with external mental health services (e.g., CAMHS, social services, youth offending teams) to ensure appropriate support for students.
12. Attend and contribute to multi-agency meetings, case conferences, and EHCP reviews where necessary.
13. Drive through and advocate for support and services for CE Academy students taking into account national pressures on external agencies.
14. Offer guidance and support to parents and carers to help them understand and manage their child's mental health needs.
15. Signpost families to relevant external support services and facilitate referrals where appropriate.
16. Engage with community-based mental health initiatives to extend student support beyond the school environment.
17. Work closely with parents and carers to keep them informed of their child's wellbeing and to offer resources and strategies for supporting mental health at home.

Staff Training and Support:

18. Provide training and advice to school staff on mental health awareness, trauma-informed practices, and strategies for supporting students.
19. Support staff by providing advice and guidance on managing students with mental health concerns promoting a positive school environment.
20. Support staff in managing challenging behaviours that stem from trauma, attachment and SEMH needs.
21. Contribute to the development of school-wide initiatives promoting mental health and emotional well-being.
22. Participate in school training and deliver mental health education to raise awareness and reduce stigma around mental health issues among students and staff; contributing to a positive school culture and environment

This role offers a unique opportunity to make a meaningful difference in the lives of young people facing significant challenges. If you are passionate about supporting the mental health and well-being of students in an alternative provision setting, we encourage you to apply.

We are very well supported by Tove Learning Trust (TLT), benefiting from excellent networks across the Trust for staff collaboration, and continued training and professional development. The Trust schools have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community.

As travel is required between sites, applicants must have access to a reliable means of transport in order to carry out their duties. CE staff may be required to work from any CE Academy campus. There may be a requirement to travel throughout the county, transporting children where necessary and this requirement may be at short notice.

Candidates must be eligible to live and work in the UK.

The Trustees of Tove Learning Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.

How to apply:

PLEASE NOTE: Candidates are encouraged to visit and meet a member of our Senior Leadership Team at one of our campus sites. To arrange a visit please telephone the County Office on 01604 239734.

All documents including the full job description, person specification, application form are available on our website **https://www.ce-academy.org/vacancies**

Please note: only applications using the CE application form will be considered. Please ensure your application form and covering letter includes examples of your experience and how you meet the criteria outlined in the job description and person specification.

If you submit an electronic application, we will not require a hard copy. CVs are not accepted. Hard copies should be posted to the address below. Further information requests or completed applications should be sent to: **Tiffany Drew, HR Manager.** E: recruitment@ce-academy.org T: 01604 239734

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties and responsibilities.
Tove Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff & visitors to share this commitment.

Person Specification

Mental Health Professional	Essential	Desirable
Education and Qualifications		
Be currently registered with a health profession regulator such as HCPC, BPS, NMC etc.	✓	
A degree or professional qualification in a registered health profession such as Occupational Therapy, Mental Health nursing, Speech & Language therapy, Play therapy, Psychology, Counselling, Social work or a related field.	✓	
Experience		
Experience working with children and young people with SEMH needs	✓	
Post graduate training and experience in trauma informed and evidence based therapeutic interventions such as PACE / CBT / DBT / Sensory integration	✓	
Experience of assessment of individual needs and the planning and delivery of interventions for young people.	✓	
Experience of working in a Pupil Referral Unit (PRU) or alternative provision setting (AP)		✓
Experience delivering training or workshops on mental health awareness		✓
Knowledge and Skills		
Personally effective with the ability to build effective working relationships with team, staff and pupils	✓	
Able to demonstrate a strong understanding of trauma-informed approaches and mental health interventions for young people	✓	
Excellent interpersonal and communication skills both written & verbal	✓	
Ability to work collaboratively with school staff, families and external professionals	✓	
Ability to deal with a demanding workload and deliver outcomes within a defined timescale.	✓	
Ability to work autonomously and without continuous direction	✓	
A detailed understanding of the legal and moral obligations of working in a school environment (safeguarding children).		✓
Personal Attributes		
Able to adhere to and work in accordance with the trust's values and behaviours.	✓	
Sound judgement and decision maker – confident in using your own initiative.	✓	
Eligible to live and work in the UK.	✓	
Able to drive and have access to a vehicle to travel from site to site when required	✓	
Willing to work flexibly in accordance with policies and procedure to meet the operational needs of the trust.	✓	
A commitment to continuing personal development and training.	✓	
A commitment to safeguarding and promoting welfare of children and young people.	✓	
This role will be required to undertake an Enhanced DBS check	✓	

Statement of Ethos

Equal rights

The CE Academy regards all people as valuable individuals with equal rights. This implies that at all times positive action will be undertaken to ensure that all people within our area of influence feel supported and valued. This allows their strengths to be enhanced even when individual actions are rejected as inappropriate.

Self-respect

All people have the right to retain their self-respect at all times. There must be an empathy and delicacy of interaction. Relationships with the vulnerable must be carefully pursued to avoid putting them down, perhaps unintentionally. Positive attitudes will engender partnership in the enterprise of education. There will be consistent elements of consultation and negotiation for everyone.

The right to fail

Each member of the CE Academy community has the right to fail. The only way to avoid failure is to avoid doing anything.

Decisions that affect you

People have the right to be involved in decisions that affect them. Honest generous and kind communication is crucial to the integrity of all. Care will be taken to ensure that personal space is not invaded particularly at an emotional level but staff will also be open to the needs of pupils to communicate their thoughts, feelings and experiences in an atmosphere of acceptance.

What is the CE Academy?

The CE Academy is an educational provision. It believes that learning at a level that promotes intellectual growth is crucial to the enhancement of self-esteem. This is achieved through a rigorous approach to the provision of curriculum of a high quality that stimulates and engages its participants.

Equal rights to access education

The CE Academy believes that each pupil has an equal right to access education. This enables their best development so equipping them to grow purposefully into the responsibilities of adulthood.

Promoting a purposeful environment

The CE Academy promotes a purposeful environment. It provides opportunities for pupils to flourish within the safety of a structured framework that provides clear roles for all concerned. The framework empowers staff and pupils to take the risks necessary to change by sharing a negotiated learning experience. As part of this process consequential behaviour provides a focus for personal growth into an acceptance of the equal rights and responsibilities of all individuals.

Positively assertive and non-aggressive

The CE Academy approach is positively assertive and non-aggressive. While aggressive confrontations are regarded as unhelpful, it is acknowledged that many of our community will take time to come to terms with this. Mistakes will be made. Personal styles are taken into account and strategies are taught through mediation so that unnecessary confrontation can be better avoided in the future.

The CE Academy believes that it is within an atmosphere of rigour and positive acceptance that all are most likely to flourish and develop to their fullest potential. Staff are expected, pupils are encouraged, to fulfil and promote by example the ethos of the Service.