



The
Chalfont
Community
College

Success is an Attitude!



RECRUITMENT PACK

SEMHLA

Commencement Date: Sept 2027, or sooner

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 TA and access to curriculum support from 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 clear route for career progression, including potential leadership roles as the provision expands
- 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 a passionate and dedicated educator to join our 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 emphasises 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-centred curriculum that recognises 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 looking for an educator who is both flexible and creative in their approach, providing each student with the support they need to thrive academically and personally. This is a truly exciting opportunity to shape the future of a new and innovative provision that will grow alongside the students and potentially offer career progression into leadership as the provision expands.

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 LSA

JOB DETAILS

Closing Date:	5 th July 2026
Salary:	£25 200 (FTE – this role is 39 weeks per year)
Hours:	Full-Time Part-Time Job Share will be considered
Contract type:	Permanent
Line Manager:	SEMH Class Teacher
Responsible for:	Supporting teaching, learning and social/emotional development of the EBSNA ARP students

MAIN PURPOSE

The Chalfonts Community College is seeking a dedicated SEMH LSA to join our newly established Additionally Resourced Provision (ARP) for students with Emotionally Based School Non-Attendance (EBSNA). The ARP aims to provide a nurturing, structured environment where students can thrive academically, socially, and emotionally.

This is a unique opportunity for someone 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 for growth and development as the provision grows.

GENERAL RESPONSIBILITIES

- Support the SEMH teacher in planning and delivering teaching and learning activities across the curriculum.
- Support the SEMH teacher in ensuring that all students' individual needs are met.
- Support the SEMH teacher with record-keeping for students.
- Plan and deliver interventions for students, based on their EHCP and individual support plans.
- Deliver social or SEMH activities to individuals or groups of children.
- Work virtually with children who are unable to attend in person.
- Conduct home visits for children who are unable to attend in person.



PERSON SPECIFICATION

SEMH LSA

ESSENTIAL EXPERIENCE:

- Experience working with students who have complex SEMH difficulties or in SEND/AP settings.
- Full UK driving licence and access to a vehicle for outreach and home visits.
- Strong safeguarding knowledge and commitment to inclusive education.

DESIRED EXPERIENCE:

- Ability to support learning across the curriculum.
- Strong understanding of trauma-informed teaching and behaviour support strategies.
- Training in therapeutic or behaviour support frameworks (e.g., Team Teach, Thrive, PACE)
- Familiarity with virtual learning or blended education.

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 which can be downloaded from the [Job Vacancies](#) section on our website. Once completed, please send your completed application form, letter of application and CV to Ms Angela Shaw at recruitment@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.*





**The
Chalfonts
Community
College**

Success is an Attitude!