

Phoenix Bay School

Designated Mental Health Lead

Salary: £25,000 per annum

Hours: Full Time

Reporting to: Headteacher / Assistant Headteacher

Location: Phoenix Bay School

About Phoenix Bay School

At Phoenix Bay School, we provide a specialist setting for young people with social, emotional, and mental health (SEMH) needs. Our vision is rooted in the power of relationships and connection — building trust and a strong sense of belonging is at the heart of everything we do.

We are proud of our relational approach and our whole-school commitment to well-being, inclusion, and trauma-informed practice. Every member of our team plays a vital role in helping young people overcome barriers and thrive.

The Role

We are seeking to appoint a passionate and dynamic Designated Mental Health Lead to join our school community.

This is an exciting opportunity to shape and deliver targeted mental health and well-being support for our students, working both reactively and proactively.

You will play a key role in our Wellbeing Hub Team, offering responsive 1:1 interventions, small group work, and whole-school initiatives designed to promote emotional resilience, confidence, and a sense of belonging.

You will also provide on-the-spot mental health first aid support, responding to students in emotional crisis or distress during the school day.

This is a frontline role where relational practice and a trauma-informed mindset are essential.

Key Responsibilities

Reactive Support

- Provide responsive, needs-led interventions to students struggling with their emotions and mental health.
- Deliver 1:1 and small group sessions focused on emotional regulation, self-esteem, bereavement, relationships, and identity.
- Act as a Mental Health First Aider across the school, offering immediate support during incidents or moments of crisis.
- Support students following significant incidents or trauma to enable successful reintegration into learning.
- Work closely with teaching staff, the pastoral team, and external agencies to coordinate care for identified students.

Proactive and Preventative Interventions

- Lead small group and whole-class interventions that promote well-being, resilience, and positive relationships.
- Design and deliver targeted programmes around key topics such as: Sense of belonging, Self-esteem and confidence, Bereavement and loss, Managing anxiety and emotional regulation.
- Contribute to the development of a whole-school culture of well-being and relational practice.
- Be an active member of the Wellbeing Hub Team, contributing to school-wide initiatives and staff CPD on mental health.

Wider Responsibilities

- Contribute to developing and reviewing mental health policies and practices across the school.
- Support colleagues in understanding and responding to SEMH needs through coaching and modelling best practice.
- Keep accurate records of interventions and outcomes, contributing to individual plans as required.
- Liaise with external services and signpost families to appropriate community and therapeutic support.
- Participate fully in staff training, supervision, and reflective practice groups.

Person Specification

Essential

- Demonstrable experience of working with young people with SEMH needs.
- Qualification or training in mental health first aid or equivalent.
- Strong understanding of trauma-informed and relational practice.
- Ability to build positive, trusting relationships with young people.

- Experience delivering small-group or 1:1 interventions in a school or youth work setting.
- Calm, empathetic, and non-judgmental approach.
- Resilience, flexibility, and the ability to respond to dynamic and challenging situations.

Desirable

- Further training in counselling, therapeutic interventions, or psychology.
- Experience working within specialist provisions or PRU settings.
- Knowledge of relevant statutory frameworks (e.g., SEND, safeguarding).
- Ability to contribute to staff training and whole-school well-being strategies.

Our Values

At Phoenix Bay School, we believe that positive, trusting relationships are the foundation for all learning and growth. We are committed to creating a safe, inclusive environment where every student feels valued and supported. We champion relational practice, trauma-informed approaches, and a strengths-based ethos. We believe in the power of belonging and strive to ensure that every young person can thrive emotionally, socially, and academically as part of our school community.

Why Join Phoenix Bay School?

- Be part of a passionate, skilled, and supportive team.
- Work in a highly relational and inclusive environment.
- Receive high-quality CPD in mental health, SEMH practice, and trauma-informed approaches.
- Have a meaningful impact on the lives of young people who need it most.

Phoenix Bay School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to an enhanced DBS check.