



Silchester Drive, Harpurhey, Manchester, M40 8NT

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Greater Manchester Academies Trust



JOB DESCRIPTION

JOB TITLE	Mental Health Support Worker (based at Manchester Communication Academy)
START DATE	As soon as possible
GRADE	<ul style="list-style-type: none">• A3• Full time hours 37.5 hours per week – all year round• TTO• Fixed Term till 23 July 2026
RESPONSIBLE TO	Designated Safeguarding Lead (DSL) / SENCO / Pastoral Lead

Main purpose of the role:

The Mental Health Support Worker will provide early intervention and targeted mental health support to students within the school environment.

The role involves supporting students experiencing emotional, behavioural, and mental health difficulties, developing and delivering appropriate interventions, liaising with families and external agencies, and contributing to a whole-school approach to wellbeing and mental health.

The post holder will work collaboratively with pastoral, safeguarding, SEND, and leadership teams to reduce the impact of mental health barriers on attendance, engagement, behaviour, learning, and overall student wellbeing.



Key Responsibilities

Student Support and Intervention

- Provide one-to-one and small group emotional wellbeing and mental health support for students.
- Develop, implement, and review targeted intervention plans tailored to individual student needs.
- Deliver evidence-informed interventions focused on areas such as anxiety, emotional regulation, self-esteem, resilience, bereavement, attendance-related anxiety, and social skills.
- Support students in developing coping strategies and positive mental health practices.
- Maintain accurate, confidential, and timely records of interventions, outcomes, and concerns.

Assessment and Risk Management

- Conduct mental health and wellbeing assessments to identify levels of need and appropriate support pathways.
- Complete and monitor risk assessments relating to student wellbeing, self-harm, emotional distress, and safeguarding concerns.
- Escalate safeguarding and child protection concerns in line with school policies and statutory guidance.
- Monitor student progress and evaluate the effectiveness of interventions.

Family and Multi-Agency Working

- Liaise effectively with parents/carers to provide updates, guidance, and support regarding student wellbeing.
- Signpost students and families to appropriate internal and external services, including CAMHS, counselling services, early help, and community support agencies.
- Attend and coordinate Team Around the Child (TAC) meetings and contribute to support plans and reviews.
- Work collaboratively with external professionals and agencies to ensure joined-up support for students.

Whole School Mental Health Support

- Support the development and implementation of the school's mental health and wellbeing strategy.
- Contribute to initiatives aimed at reducing the impact of mental health difficulties on attendance, behaviour, exclusion, and attainment.
- Promote a positive and inclusive school culture that supports emotional wellbeing.
- Assist in delivering staff awareness sessions, workshops, or student wellbeing activities where appropriate.
- Support the development of policies, procedures, and practices relating to student mental health.

Professional Responsibilities

- Maintain professional boundaries and work within the scope of the role.
- Participate in regular supervision, safeguarding updates, and professional development opportunities.
- Work in accordance with safeguarding, confidentiality, GDPR, and health and safety requirements.
- Contribute positively to the wider pastoral and safeguarding team.



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Person Specification

Essential Criteria

- Experience working with children or young people in a school, mental health, youth work, or pastoral setting.
- Knowledge of common mental health difficulties affecting adolescents.
- Experience delivering targeted interventions and emotional wellbeing support.
- Understanding of safeguarding and child protection procedures.
- Ability to complete risk assessments and manage sensitive situations appropriately.
- Strong communication and interpersonal skills, including the ability to work effectively with families and external agencies.
- Ability to build positive and trusting relationships with young people.
- Strong organisational skills and ability to maintain accurate records.
- Ability to work independently and as part of a multidisciplinary team.

Desirable Criteria

- Relevant qualification in mental health, counselling, youth work, psychology, social care, education, or related field.
- Mental Health First Aid training or equivalent.
- Experience coordinating Team Around the Child (TAC) meetings.
- Knowledge of CAMHS referral pathways and early help processes.
- Experience within a secondary school environment.

Safeguarding Statement

Greater Manchester Academies Trust is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo an enhanced DBS check and comply with all safeguarding policies and procedures.

Working Hours

Full-time

Term-time only



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How to apply

Any offer of employment is subject to a satisfactory enhanced criminal record check with barred list through the Disclosure and Barring Service (DBS), medical clearance, references and verification of qualifications satisfactory to the Trust.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment and adhere to the school's child protection policies and procedures.

The closing date for applications is Monday 23rd February 2026 at 9am. Shortlisted candidates will be notified by email of the interview arrangements. Please ensure your correct email address is provided on your application form.


Interviews dates to be confirmed nearer the time.

We welcome the opportunity to meet or speak with you during the application process. If you would like to arrange this, please contact Sadia Haq: s.haq@gmatrust.co.uk


Unfortunately, we are unable to notify candidates individually if they have not been successful with their application.


We reserve the right to close this vacancy early.



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