

June 2026

Dear Applicant,

Thank you for your interest in the post of **Student Wellbeing Practitioner (Neurodiversity)**

The following documents will assist you in your application:

- College and Department information
- Job Description and Person Specification
- Support Staff Pay scale & Benefits Information
- Term dates 2026 / 27

Godalming College is committed to equality of opportunity and to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Therefore, candidates must complete a full College application form and are required to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. Should you require further information, the College's Policies on Child Protection and Safeguarding, Safer Recruitment, Equality, Diversity and Inclusion and Data Protection together with the privacy notice can be found on our website.

Completing and returning your application

Please complete the online application form, ensuring that each section is completed before proceeding to the next. The information you provide will enable the selection panel to assess your strengths in relation to the key responsibilities outlined in the job description, as well as the criteria detailed in the person specification. All applications should be submitted via our online platform, *My New Term*. A link to the platform can be found on the Godalming College website www.godalming.ac.uk/Working_For_Us.

The closing date for receipt of applications is **Monday 15th June 2026**.

Short-listing and interview arrangements

We will update your application status on My New Term after the shortlisting process has been completed. All applications are considered carefully and objectively against pre-determined criteria. Please contact the HR department if you would like to enquire about the progress of your application. **We plan to hold interviews Friday 19th June 2026 at the College and will notify short-listed candidates as soon as we can after the closing date.**

Thank you for your interest in the College. I hope you will find the information useful and look forward to receiving your application.

Yours sincerely,



Emma Young
Principal

Godalming College is one of the best performing sixth form colleges in the country and a great place to work and study. We are very proud of the achievements of all our students and have a strong track record of consistently high results. Value added scores are excellent and we are delighted that the College was again rated Outstanding by Ofsted in November 2024.

The College currently employs around 250 teaching and support staff on both a full and part time basis.

In our 2024 Staff survey, 97.6% of staff said they were proud to be a member of staff at the College and 95.2% of staff would recommend working at Godalming College. The following quotes from members of our current team describe why they think our College is a great place to work:

"The sense of community, common purpose, and kindness to each other. The willingness to help each other, support each other and look after each other. We are proud to be continually improving - which is a signature of Godalming College".

"Godalming College is a fantastic, welcoming and inclusive place to work. I deeply enjoy being at work, and I think senior leaders and managers do a very good job of being approachable and understanding".

The success of Godalming College has at its heart community, with students from all walks of life enjoying a whole range of opportunities in a welcoming, inclusive and friendly environment. We have high expectations for our students, and they enjoy a vibrant and stimulating learning and social experience; they are treated as adults by specialist and dedicated teaching and support staff.

We are very proud of our campus and facilities. We continue to invest in our facilities to ensure they remain of the highest quality for our students and staff. As well as its bespoke teaching blocks, the College has a Media suite, Science labs, Dance, Drama and Music studios, Netball and Tennis courts and an 11-acre site for Rugby and Football pitches, as well as onsite in-house catering provision. We are currently in the process of expanding our social space for students with an extension to the Student Hub due to be opened this April.

The College is within walking distance of Godalming town centre and the railway station, is easily accessible from the A3 and provides free car parking with EV charging stations for staff.

The College year runs for a period of twelve months from 1st September-31st August although the official start of the Autumn term varies. In 2026, the Autumn Term will begin on 24th August for all staff.

Full-time Support Staff working hours are 36.42 hours per week excluding a lunch break. Start and finish times will vary depending on the role or department and will be as agreed with your manager on commencement, however the main College hours are 8.45am to 4.15pm.

The College offers a minimum of 22 days holiday entitlement per year for full-time members of staff in addition to the closure period between Christmas and New Year and public/bank holidays. Part-time members of staff are entitled to a proportionate number of days. Those working term time only, 39 weeks of the year, are expected to take leave within the College holiday periods. The term dates are included in the Application pack for reference. Salary calculations are based on a formula which takes holiday entitlement into account.

Support Staff salaries are paid according to the Sixth Form College pay scale for Support Staff. The Academy Trust Board reviews salary scales against any nationally determined pay agreements on an annual basis, the changes being implemented from 1st September. Incremental progression is subject to satisfactory performance review. The current pay spine is included in this application pack information on where to find information on College benefits.

All offers will be subject to the receipt of satisfactory references, enhanced DBS disclosure, medical clearance, right to work in the UK check and proof of necessary qualifications. As the post is based in a Sixth Form College we have a responsibility to ensure that all staff are suitable to work in this environment and referees will be asked to confirm this.

THE STUDENT GUIDANCE TEAM

- **The Student Guidance Team** oversees the pastoral support of students on an individual basis in terms of their learning and academic progress. This is done in an inclusive way with support and respect for all. Our focus is on supporting students develop self-help strategies to manage their development from school, through sixth form study and then beyond onto their next steps, whether that be University, Apprenticeship, Employment or another form of training. The team is made up of: Assistant Principal – Safeguarding and Support, Director of Safeguarding and Intervention, Senior Tutors, Support Officers, Health and Wellbeing Manager, Student Wellbeing Practitioner, Student Services Administrators, Student Reception, Learning Support team and EDI Officer.
- The College recognises that mental health and wellbeing are of paramount importance. We provide a supportive, inclusive environment and we are proactive in our approach. We adopt a whole college approach to mental health and all staff have responsibility to support students with their mental health. Alongside this holistic approach, students have access to the support of our **Health and Wellbeing Manager** and **Student Wellbeing Practitioner**.
- Each student has a **Personal Tutor** whose priority is to ensure that students settle into College. They support academic progress and wellbeing. The Personal Tutor is the first port of call if students have concerns and encourage students to take responsibility for their learning. Personal Tutors also guide students through options after College and help make those big decisions about their future.
- Our highly experienced **Senior Tutor** team are also trained safeguarding leads who work with students on their academic progress, wellbeing, and complex issues. The Senior Tutors work closely with our **Support Officers** who know that welfare is key to academic progress and are committed to working with students to help them reach their potential. Senior Tutors and Support Officers have an open-door policy, students can either drop in or book an appointment with them via Student Services. They, alongside Personal Tutors, offer safe and non-judgemental advice and help signpost students to external forms of support where necessary.
- **Learning Support** is available to every student, enabling learning and successful completion of courses. Students take part in an initial screening process and will complete a Learning Support questionnaire. This is to help us identify students who might benefit from extra support. Our highly experienced team work with students who have a wide range of needs, some of whom have Educational Health Care Plans (EHCPs).
- Our **Careers and Progression Team** assists students in planning for their future. It is a well-resourced department where students can access a wide range of online information and guidance materials through SharePoint, Microsoft Teams and our online progression platform, Unifrog.

JOB DESCRIPTION

Job Title: Student Wellbeing Practitioner (Neurodiversity)

Line Manager: Health and Wellbeing Manager

Summary of Job

The Student Wellbeing Practitioner (Neurodiversity) plays a vital role in supporting student wellbeing by providing accessible and visible support for students with neurodivergence who might present in distress and need immediate support. They will support students in the form of wellbeing mentoring and provision of low to-high level mental health interventions. The role also involves triaging wellbeing referrals where problem solving and effective signposting to internal and/or external wellbeing services is required. The Student Wellbeing Practitioner (Neurodiversity) is a key member of the Safeguarding Team.

Responsibilities

Provision of Student Wellbeing services

- To provide front line, accessible support for neurodiverse students who present in crisis or distress and need immediate de-escalation, before signposting next steps.
- Liaison with parents / caregivers to ensure a transparent and supportive approach for students where appropriate.
- Liaison with and referrals to external parties to include Mindworks (CAHMS), Learning Space, GP's, relevant charities and other external support.
- Liaison with other college support to ensure student's wellbeing to include referrals to Learning Support, college counsellors, communication with teachers and liaison with Support Officers, Senior Tutors and Directors of Safeguarding and Intervention.
- Work with the Health and Wellbeing Manager and alongside the Student Wellbeing Practitioner to develop and manage student wellbeing provision including the overall triage system and supporting the Wellbeing Hub.
- Work with the Student Wellbeing Practitioner to manage the Wellbeing Referral Portal, triaging and signposting students as appropriate alongside other referrals made by other students, staff or parents.
- Supporting students who require wellbeing support and low to high level mental health intervention e.g. anxiety coping skills, education around self-care, sleep hygiene, referral to the Wellbeing Enrichment Programme, self-harm distraction techniques, managing intrusive thoughts, Safety Plans etc.
- Undertake/facilitate training sessions for staff on supporting students with neurodiversity.
- Organising alongside other college staff and attending key wellbeing events throughout the college calendar e.g.: Mental Health Day, Open Evenings, Fresher's Fair and Wellbeing Week.
- Develop and maintain links with external wellbeing services.

Support of Student Wellbeing resources

- Develop and update wellbeing content for the college website including advice and support for students and parents.
- Working alongside the Marketing Team to promote wellbeing resources and events on social media and in the parents bulletin.
- Work with the Health and Wellbeing Manager to develop liaison work with parents around mental health and wellbeing.

Member of the Safeguarding Team

- To act as a College Deputy Designated Safeguarding Lead
- Attend regular meetings as a key member of the Safeguarding Team

- To escalate safeguarding concerns in a timely manner, documenting actions on CPOMS
- To attend safeguarding training as appropriate

Additional Responsibilities

- To actively seek to maintain and extend expertise in appropriate areas and pursue relevant training.
- To demonstrate an awareness and commitment to safeguarding, equality diversity and inclusion, health and safety and data protection, in line with College policies.
- To do other tasks as reasonably requested by the Principal from time to time.

PERSON SPECIFICATION FOR POST OF STUDENT WELLBEING PRACTITIONER

The successful candidate will have the following essential qualifications, experiences, skills and values.

Qualifications

- A good general standard of education including minimum of English and Maths at grade C/4 at GCSE/O Level
- Relevant qualification in appropriate field of mental health or wellbeing would be advantageous.
- Mental Health First Aid certificate; stress management or other, also advantageous

Essential Experience and Skills

- Capacity to use initiative and to cope with the unexpected
- Excellent interpersonal and communication skills
- The ability to work effectively as part of a multidisciplinary team.
- An affinity with 16-19-year-olds
- Capacity to remain calm when dealing with students and parents/carers seeking help with problem solving and emotional issues.
- A good understanding of common mental health issues
- Good written and verbal communication skills
- Effective time management skills to juggle competing demands in a busy work environment.
- Understanding and management of setting appropriate professional boundaries with 16–19-year-olds.

Essential Personal Qualities

- Empathy and willingness to help solve problems.
- Be proactive and self-starting and able to manage their own time efficiently.
- Flexible and adaptable
- Well organised and self-motivated
- Initiative and continuous desire to improve.
- Willingness to engage in relevant training.
- Friendly, approachable, compassionate in nature

Desirable

- Experience in a student facing role.
- Experience in safeguarding young people.

Term Dates 2026-27

Autumn Term	2026	Half Term	Bank/Public Holidays
Start Date	Monday 24 th August	Monday 19 th to Friday 30 th October	Monday 31 st August Thursday 25 th December Friday 26 th December
End Date	Friday 18 th December		

Spring Term	2027	Half Term	Bank/Public Holidays
Start Date	Monday 4 th January	Monday 15 th to Friday 19 th February	Thursday 1 st January Friday 26 th March Monday 29 th March
End Date	Thursday 25 th March		

Summer Term	2027	Half Term	Bank/Public Holidays
Start Date	Monday 12 th April	Monday 31 st May to Friday 4 th June	Monday 3 rd May Monday 31 st May
End Date	Wednesday 14 th July		

2026/27 - Godalming College

Autumn Term	Monday 24 th August	-	Friday 18 th December	74 days
Spring Term	Monday 4 th January	-	Thursday 25 th March	54 days
Summer Term	Monday 12 th April	-	Wednesday 14 th July	62 days
				190 days

2026/27 - Surrey Schools for comparator

Autumn Term	Tuesday 1 st September	-	Friday 18 th December	69 days
Spring Term	Monday 4 th January	-	Thursday 25 th March	54 days
Summer Term	Monday 12 th April	-	Wednesday 28 th July	72 days
				195 days

Godalming College Staff Benefits

At Godalming College, we believe that our greatest asset is our people. We are committed to ensuring that our staff feel valued, supported, and motivated. The leaflet within the below link is designed to provide you with an overview of the fantastic benefits available to Godalming College Staff. From health and wellness activities to professional development opportunities, there are a range of benefits to help staff thrive both personally and professionally. Whether staff are looking to enhance their skills, maintain a healthy work-life balance, or enjoy some well-deserved perks, we've got everyone covered. Take a moment to explore the various benefits offered to our staff within this guide.

https://www.godalming.ac.uk/Staff_Benefits_Guide_2025-026.pdf

Support Staff Payscale – September 2025 (additional area allowance on all points of £1341 per year)

<i>GC Grade</i>	<i>NJC Point</i>		<i>GC Grade</i>	<i>NJC Point</i>		<i>GC Grade</i>	<i>NJC Point</i>	
SS1	3	24759	SSM1	24	42081	SSD1	37	57263
SFC5	5	25159		25	43143		38	58537
SS2	6	25558		26	44203		39	59810
	7	25951		27	45267	SSD2	40	61117
SS3	8	26343	SSM2	28	46326		41	62453
	9	26818		29	47497		42	63817
	10	27733		30	48665	SSD3	43	65212
SS4	11	28634		31	49831		44	66636
	12	29544	SFC32	32	50999		45	68094
	13	30444	SSM3	33	52275	SSD4	46	69582
SS5	14	31324		34	53440		47	71102
	15	32199		35	54711	SSD5	48	72659
	16	33232		36	55985		49	74247
	17	34253					50	75871
SS6	17	34253						
	18	35395						
	19	36564						
SS7	20	37734						
	21	38897						
SS8	22	39957						
SFC23	23	41019						

Support Staff Salary Calculations

Salaries for term time only staff are calculated using a denominator of 1659 which is the nominal full time equivalent annual hours taking into account holiday entitlements.

Full time working hours are 36.42 per week.

To calculate pro-rata payments

Hours x weeks x annual salary divided by 1659

Example: point 8 = £26,343 + £1,341 = £27,684

36.42 hours per week x 39 weeks per year = 1420

1420 x £27,684 divided by 1659 = £23,695.76 pa = £1,974.64 gross per month paid for 12 months

Hourly rate calculation

Full time annual salary / 365 x 7 / 36.42

Example: point 8 = £27,684 / 365 x 7 / 36.42 = £14.58