



THE GRANGE
SCHOOL

Recruitment Pack
Wellbeing Practitioner



Welcome

The Grange School is one of the great success stories of independent education, shaped by over forty years of sustained growth, ambition and achievement. Founded in 1933 as a Kindergarten and Preparatory School, the School took a bold and transformative step in 1977 with the introduction of secondary education. Since then, The Grange has grown steadily, developing an outstanding academic reputation alongside a strong and supportive school community.

Today, The Grange educates 1,180 students aged 3–18, with approximately 400 students in the Junior School and 780 in the Senior School, including a vibrant Sixth Form. The School is consistently amongst the highest-performing independent schools in the North West and is widely regarded as one of the leading co-educational day schools in the country.

Academic standards are high, and outcomes place The Grange towards the top of national independent school league tables, with strong GCSE and A-level results and the majority of students progressing to their first-choice universities.

Just as importantly, The Grange is a very happy place to work and learn. Relationships between staff and students are warm, respectful and purposeful. Expectations are high, and the School is busy and dynamic, but it is also collegiate, supportive and professionally rewarding. Staff are encouraged to be ambitious, reflective and creative, within a culture that values collaboration and mutual respect.

Above all, our purpose is to help young people truly flourish. We believe in educating the whole person, supporting each student to discover and develop their individual strengths, talents and passions. Through challenge, encouragement and opportunity, we prepare our students not only for academic success, but for fulfilled and purposeful lives beyond school.

If you would like to discuss this vacancy please contact Mrs Lynn Geary, HR and Governance Officer by email to: recruitment@grange.org.uk, or call 01606 539039.

Dr Lorraine Earps
Head



Hartford, Cheshire

The Grange School is situated in Hartford, a thriving village that combines a strong sense of community with excellent regional connectivity. Closely linked to the nearby market town of Northwich, Hartford sits within the historic Vale Royal of Cheshire and is ideally positioned between Manchester and Liverpool, with Chester just 15 miles away.

The area offers an outstanding quality of life. Beautiful countryside is always close at hand, while hills, coastline and mountain landscapes are all easily accessible. At the same time, nearby cities provide rich cultural, sporting and commercial opportunities, complementing the more peaceful pace of village and rural life.

A wide range of housing is available locally, catering for different lifestyles, stages of life and budgets. Both staff and students travel to The Grange from a broad geographical area, drawn from a mix of urban, suburban and rural communities.

Overall, the location combines accessibility, natural beauty and a high standard of living, making Hartford and the surrounding area an excellent place to work, live and belong.



Wellbeing Practitioner The Opportunity

Salary: £32,640 per annum

Reports to: Head of Wellbeing Service

Working hours: 5 days per week, 8.30am - 4.00pm, term time only

Start date: 1st September 2026

The post offered is that of a Wellbeing Practitioner, to work alongside the counselling team.

The successful candidate will provide a counselling service to the pupils and staff of The Grange School and will report directly to the Deputy Head (Pastoral) via the Head of Pupil Support.

Working hours are 32.5 hours per week during term-time only.



Wellbeing Practitioner Responsibilities

The successful candidate will be expected to fulfil the following duties:

- To offer pupils individual counselling and support
- To work with a diverse range of issues including bereavement and loss, transition, eating disorders and self-harm, depression, anger management and erratic behaviour, abuse of any kind, anxiety and fears
- To provide consultation to other pastoral staff
- To liaise with the Head of Pupil Support
- To discuss with the Head of Pupil Support where there is a need to involve outside agencies
- To keep suitable case records on the counselling in a secure place, as directed
- To attend regular supervision with a suitably qualified supervisor (a contribution to the costs will be made by the School)
- Working in consultation with the School child protection policies
- To discuss with the Head of Pupil Support on a regular basis on numbers using the service and give a general overview of the types of problems with which the users of the service are presenting
- To perform duties within the codes of practice and ethics recommended by the BACP, UKCP or equivalent organisation
- Where time allows, work alongside the Head of Pupil Support and Pastoral Deputy to further our wider mental health strategy



Wellbeing Practitioner

The Person

Key to recruitment activity: A = Application, I = Interview, E = Experience, T = Task, R = Reference

Qualifications:	Activity
Possess the appropriate Education/Qualifications	A
Post-graduate Diploma or Masters level in Counselling or Psychotherapy, registered (preferably accredited) membership of the BACP (MBACP) or UKCP	A
Further therapeutic training or qualification in working with children and young people	A
Knowledge and Understanding:	
An understanding of the developmental, emotional, social and educational issues of children and young people	I/E
An awareness of range of needs of people from diverse ethnic, cultural and social backgrounds	I/E
Knowledge of local mental health and CAMHS Service	I/E
Knowledge of the Children's Act and legislation pertaining to the experience of children	I/E
Experience:	
Minimum of 2 year's post qualification experience	A/E
Minimum of 1 years' experience of working with children and young people	A/E
Experience of facilitating groups	A/E
Experience of working as part of a multi-disciplinary team	A/E
Skills & Abilities	
Good written and verbal communication skills	I
Ability to work independently, manage own caseload and use initiative	I
Ability to work under pressure	I
Flexibility to work with a developing organisation	I
Ability to work with change	I
An interest in ongoing professional development	I
Positive communication and listening skills	I
Patience, tolerance and sensitivity	I
A mature and non-judgemental outlook	I
Enthusiasm	I
Qualities:	
To be able to support the wider aims of the school	I
To be committed to the safeguarding and wellbeing of every student in your care	I, R
To be committed to the entitlement of all students to a broad and balanced curriculum	I
To be able to support the school's mission and values	I
To be able to demonstrate excellence in one's professional work and the achievements of students	I
To be committed to continuous professional development at all levels	E, I
To be able to maintain effective and professional relationships with colleagues at all levels	I, R
To be able to work effectively as a member of a team	E, I, R
To be resolute in the promotion of the department	I
To be resilient and cope with periods of pressure effectively with good humour and a sense of proportion	I



Employee Benefits

Here at The Grange School we offer a competitive package of employee benefits, including:

Employee Assistance Programme: with Health Assured

Healthcare: We have partnered with Benenden Health to look after your health and wellbeing. Healthcare membership gives employees access to healthcare services such as Medical Diagnostics, Medical Treatment and Surgery, Physiotherapy, 24/7 GP and Mental Health helplines. You can also take advantage of exclusive offers on other products including discounted health assessments, health, cash plans, travel and home insurance and discounts on self-funded treatments.

Pension: Aviva Pension Scheme

Fee discount: Up to 50% Discount on Student Fees

Use of on-site facilities: Staff have free membership to the school's onsite gym, outside of school hours and use of the sports hall. All staff can also take advantage of discounted ticket prices to shows at The Grange Theatre.

Social events: All new staff are invited to join us for a welcome meal and we also host an annual summer BBQ and Christmas party. A variety of wellbeing activities are also planned around school INSET days.

Staff discounts: The Grange has partnered with 'Benefit Hub' who offer discounts and money- saving deals on shopping, holidays, insurance etc. We have also partnered with local businesses who offer discounts on car maintenance and local gym memberships.

Subsidised lunch: in dining hall

Electric vehicle salary sacrifice scheme: with Octopus

Cycle to work scheme: Cycle scheme is an employee benefit that saves you 26-40% on a bike and accessories. You pay nothing upfront and the payments are taken tax efficiently from your salary.





How to apply

To apply for this position please complete and return an application form and write a covering letter for the attention of the Head, Dr Lorraine Earps and send to: recruitment@grange.org.uk.

Applications can also be returned to us by post, to: The Grange School, Bradburns Lane, Hartford, Cheshire CW8 1LU.

The closing date for applications is Friday 19th June 2026 at 12noon with interviews planned to take place Tuesday 23rd June 2026 .

The Grange School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. The successful candidate will be subject to a DBS check.

This post is exempt from the Rehabilitation of Offenders Act 1974.



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Bradburns Lane, Hartford
Cheshire, CW8 1LU
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