

Job Description

Job title	Specialist SEND Teacher – SEMH
School	Warden House Primary School
Responsible to	Headteacher / Inclusion Lead
Salary	MPS/UPS + SEN allowance (subject to confirmation)
Contract	Full-time, permanent
Core purpose	To provide high-quality specialist teaching and provision for pupils with SEND, with a particular focus on SEMH needs.

Purpose of the role

To fulfil the professional responsibilities of a teacher while providing specialist, flexible and highly adapted teaching for pupils with SEND, particularly those with social, emotional and mental health needs. The postholder will teach pupils individually and in small groups according to identified need and will contribute to the development of effective specialist provision across the school.

Teaching and learning

- Plan, prepare and deliver high-quality teaching that is ambitious, appropriately adapted and responsive to pupils' individual starting points and needs.
- Teach individuals and groups of pupils across the school, with groupings and provision changing in response to assessed need.
- Ensure pupils continue to access a broad, balanced and meaningful curriculum, with appropriate links to their year-group learning.
- Use a range of specialist approaches to develop engagement, communication, emotional regulation, independence and readiness to learn.
- Set appropriate learning goals and use assessment to identify and celebrate academic, social and personal progress, including small steps.
- Maintain high expectations while making reasonable and appropriate adaptations for individual pupils.
- Provide carefully planned opportunities for pupils to access, return to or increase participation in mainstream classroom learning where appropriate.
- Create a calm, predictable and purposeful learning environment that supports pupils to feel safe and successful.
- Work closely and collaboratively with class teachers to ensure continuity of learning and provision.

Specialist SEND and SEMH responsibilities

- Develop a detailed understanding of the needs, strengths, barriers and provision required for pupils accessing specialist support.
- Use relational, trauma-aware and evidence-informed approaches appropriate to individual pupils, while maintaining clear and consistent expectations.
- Recognise behaviour as communication and identify potential triggers, functions and unmet needs without lowering expectations for safe behaviour.
- Use proactive regulation and de-escalation strategies and contribute to individual behaviour, regulation, risk or support plans where required.
- Support pupils to develop emotional literacy, self-regulation, resilience, positive relationships and strategies for successful participation in school life.

- Contribute to the assess-plan-do-review cycle and the implementation and review of SEN Support Plans, provision plans and EHCP outcomes as appropriate.
- Work with the Inclusion Lead/SENCO to evaluate the impact of specialist provision and make timely adjustments.
- Contribute professional knowledge and practical strategies to strengthen SEND and SEMH practice across the school.
- Liaise appropriately with external professionals and implement agreed recommendations within teaching and provision.

Working with colleagues and families

- Work closely with class teachers so that specialist teaching is connected to pupils' wider curriculum and classroom provision.
- Direct, support and work effectively with teaching assistants and other adults involved in pupils' provision.
- Build constructive, respectful relationships with parents and carers and contribute to meetings and reviews.
- Share strategies, observations and assessment information with relevant colleagues to support consistency across settings.
- Participate fully in staff meetings, professional development, moderation, training and wider school improvement work.
- Contribute positively to the school's inclusive culture and to the work of the wider inclusion team.

Professional responsibilities

- Fulfil the Teachers' Standards and all professional duties applicable to the post.
- Maintain accurate records of planning, assessment, provision and pupil progress as required.
- Take responsibility for safeguarding and promoting the welfare of pupils, following school and Trust policies and reporting concerns promptly.
- Maintain confidentiality and handle information in accordance with school, Trust and statutory requirements.
- Engage actively in appraisal and continuing professional development, including specialist SEND/SEMH development.
- Model the school's values of Kindness, Respect, Resilience, Curiosity and Responsibility.
- Undertake other reasonable duties consistent with the nature and level of the post as directed by the Headteacher.

Note: This job description describes the main duties of the role but is not intended to be exhaustive. It may be reviewed in consultation with the postholder to reflect the developing needs of the school and its pupils.