



LONGBENTON HIGH SCHOOL

Job Description	
Job Title	Alternative Provision Lead / SEMH Teacher (English and/or Maths specialism)
Salary	MPS/UPS + SEN Allowance £2,539
Contract	Full time; permanent
Responsible to	SENCO / DHT Culture & Ethos
Date of job description	March 2024
Start date	September 2024

Overall purpose: *The SEMH teacher, with the support of key post holders within the Inclusion Team, takes responsibility for the day-to-day teaching within the SEMH resource base.*

Primary purpose of the role

The key purpose of this role is to:

- Oversee the operation of the specialist base for pupils with SEMH needs and be the class teacher within this base, with a specific focus on improving English and Maths skills (including transition from Y6 to Y7 and the improvement of pass rates in English and Maths GCSE at KS4).
- To provide education and guidance in the area of SEMH and challenging behaviour.
- To use resources effectively to bring about improved standards of engagement and achievement for all learners.
- Create and develop learning plans and timetables for pupils to access high quality learning within the base. Plan, design and deliver an innovative curriculum focussed on the complex needs of learners.
- Liaise with other colleagues to plan and prepare for learners to successfully reintegrate into other subjects/teaching.
- Develop key relationships with Inclusion Team staff.

Teaching and Learning

- To identify the learning needs of pupils and teach students according to their educational needs, including the setting and marking of work.
- To take an active role in encouraging good attendance of pupils.
- Alongside Inclusion Team leaders, to have pastoral and lead professional responsibility for a group of pupils, planning for positive outcomes, linked to their EHCP or SEND targets.
- Ensure effective systems of communication, including feedback about children's learning to inform future planning, liaising with staff, parents and outside agencies.

- Ensure that schemes of work are differentiated appropriately and evaluate the impact on teaching and learning.
- To work with colleagues to develop and implement students' personal learning plans.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Provide, or contribute to, assessments, reports and references relating to individual students and groups of students.

Culture and Pastoral

- To be a form tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the form tutor group as a whole.
- To liaise with the Inclusion Team including SLT, Year Leaders and other key staff to ensure the implementation of the school's behaviour expectations.
- To contribute to the preparation of Action Plans and progress files and other reports.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students.
- To contribute to PSHE curriculum delivery.
- To apply the Behaviour / Culture for Learning policy so that effective learning can take place.

General responsibilities

- To act in accordance with the school's policies and procedures and overall vision for success.
- To act as a role model, to encourage and promote non-discriminatory behaviour and ensure equality and diversity is sustained within our school.
- Build & sustain professional standards, relationships & personal boundaries with young people.
- To ensure compliance with the General Data Protection Regulations and maintain confidentiality in your working practises each day.
- To adhere to the school's Safeguarding Policy and Procedures to ensure that the duty of care for all staff, including yourself to protect children and young people is maintained.
- To be aware of and comply with school policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To support the promotion of positive relationships with parents and outside agencies.
- To attend CPD/skill training and participate in personal/performance development as required, including appraisal (personal growth planning) if not ECT.
- To take care for your own and other people's wellbeing and health and safety in line with school policies and procedures..
- Commitment to contributing to school culture and community including extra curricular and enrichment provision.
- To support and attend school events such as Open Evening and Parents Evenings.
- Depending on the needs of the school, these may be altered from time to time in consultation with the Headteacher.