



Orchard View Primary Academy

Together we Learn, Together we Succeed

Job Role

LEAD TEACHER

**SEMH Additionally Resourced Centre
required September 2026**

To start: 1st September 2026

For further information please visit our website www.ovpa.org.uk or to discuss the role further please contact our Head of Academy, Mrs Liz Jones, via email at office@ovpa.school



About Orchard View Primary Academy



Orchard View Primary Academy is a brand-new academy, offering a unique opportunity to be part of something special from the very beginning. Built on strong values, high expectations and an unwavering belief in the potential of every learner, Orchard View is committed to inclusive, high-quality education for all.

Orchard View opened in September 2025 with 60 pupils across Foundation Stage and a mixed Year 1/Year 2 class and is currently operating from Kingsbrook View Primary Academy, a partner school within the Inspiring Futures Partnership Trust. From September 2026, Orchard View will move into a state-of-the-art new building and expand to a capacity of 180 pupils across Foundation Stage, Years 1, 2 and 3.

As the academy grows, we are opening **The Glade**, our specialist **Social, Emotional & Mental Health Additionally Resourced Centre (SEMH ARC)**, designed to provide a nurturing, structured and therapeutic environment for pupils with social, emotional and mental health needs. The provision will support pupils to re-engage with learning while developing emotional regulation, resilience and positive relationships.

This role is ideally suited to an experienced teacher with a strong understanding of SEMH needs and inclusive practice, who is passionate about relational approaches, behaviour as communication and trauma-informed strategies. The successful candidate will be confident in leading a specialist provision, modelling high-quality practice, and working collaboratively with the SENDco, senior leaders, families and external professionals to secure positive outcomes for pupils.

This is a rare opportunity to shape and lead a new SEMH provision from its inception, within a values-driven and supportive academy that believes in the power of education to transform lives.

Our work is underpinned by our **PRIDE values**, which guide our decisions, relationships and ambitions:

- **Partnership** – we work together, supporting each other towards success.
- **Respect** – we treat everyone with kindness and understanding, respecting the unique strengths, backgrounds and perspectives of others.
- **Integrity** – we always try to do what is right. We are honest, trustworthy and take responsibility for our actions.
- **Determination** – we face challenges with courage and determination, learning and growing from every experience.
- **Excellence** – we aim high, work hard and believe in ourselves so we can be the best we can be.

This means that Orchard View Primary Academy will:

- Be driven by a clear and strong set of **values**, modelled and upheld by all
- Provide an **outstanding primary education** for every child
- Enable all pupils to be **highly aspirational** and reach their full potential
- Maintain **high expectations** of both pupils and staff
- Develop **resilience, independence and self-regulation**
- Deliver a **broad, rich, engaging and challenging curriculum**
- Value the contribution of **outdoor learning** to curriculum enrichment and wellbeing
- Celebrate diversity through an **inclusive culture** based on equality and respect
- Be a **visible and active partner** within the local community
- Provide a **safe, happy and nurturing environment** where wellbeing is prioritised
- Meet the individual needs of pupils and families through **high-quality teaching and learning**
- Work as part of the **Inspiring Futures Partnership Trust**, drawing upon shared expertise and collective strength to deliver excellence

Our PRIDE values permeate all that we do. We expect all children, parents, staff, Trustees and visitors to live and breathe these values as we work together to develop successful individuals who contribute positively to the modern world.

Part of Inspiring Futures Partnership Trust



Lead Teacher SEMH ARC– Job Description

Do you want to be part of something new and exciting?

Do you want to help shape a specialist SEMH provision from its very beginning?

Are you ready to grow with Orchard View Primary Academy as we open The Glade and move into our new building in September 2026?

If so, we would love to hear from you.

Orchard View Primary Academy is a partner academy within the Inspiring Futures Partnership Trust. As a growing academy, this role offers a rare opportunity to join a school at a formative stage and play a key role in the development of **The Glade**, our new SEMH ARC. You will be part of a values-led and ambitious team, committed to inclusive practice and positive outcomes for pupils with social, emotional and mental health needs.

Does this sound like you?

- You are child-centred, with a deep commitment to meeting the needs of pupils with SEMH
- You are an excellent classroom practitioner, skilled in engaging, motivating and re-engaging learners
- You have a strong understanding of behaviour as communication and use relational, trauma-informed approaches
- You are passionate about enabling children to flourish academically, socially and emotionally
- You demonstrate high expectations, resilience and determination for yourself and others
- You are confident in leading practice, modelling consistency and supporting colleagues
- You thrive in a collaborative team and value strong partnerships with families and professionals
- You embrace challenge and see new beginnings as opportunities to innovate and grow
- You will model our PRIDE values, particularly integrity, respect and determination

In return, we offer you:

- A brand-new, purpose-built school building opening in September 2026
- The opportunity to shape and lead a new SEMH ARC from its inception
- A welcoming, inclusive and growing academy community
- High-quality, bespoke professional development within a supportive Trust
- A strong commitment to staff wellbeing and workload balance
- The chance to be part of a school driven by moral purpose, ambition and excellence

Orchard View Primary Academy and the Inspiring Future's Partnership Trust are committed to safeguarding children, promoting the welfare of children and expect all staff and volunteers to share this commitment. An enhanced DBS and qualifications check will be carried out upon appointment of all successful candidates.



Part of Inspiring Futures Partnership Trust

Job title	Lead Teacher- SEMH ARC
Grade	£32,916.00 - £45,352.00 Annually (FTE) MPS 1 - 6 (depending on experience) + TLR
Hours	Full time
Starting date	1 st September 2026
Closing date:	31 st March 2026
Interviews	Week commencing 13 th April 2026
Early applications are encouraged; we reserve the right to interview strong applicants before the closing date of this advert.	

Purpose of the Role

To lead and deliver high-quality, inclusive teaching within **The Glade**, the academy's SEMH ARC, enabling pupils with social, emotional and mental health needs to re-engage with learning and achieve positive academic, social and emotional outcomes.

The Lead Teacher will take responsibility for the day-to-day operational leadership of the SEMH ARC, modelling best practice, promoting positive behaviour, and supporting pupils' wellbeing, attendance and readiness to learn. The role carries shared responsibility for safeguarding, inclusion and the development of a nurturing, structured and therapeutic environment.

The postholder will treat pupils and colleagues with dignity, build strong relationships rooted in trust and respect, and consistently model professional boundaries appropriate to a teacher's role. This Job Description should be read alongside the Teachers' Pay and Conditions Document and the Teacher Standards.

Main Duties

Set High Expectations

- Be a positive role model, demonstrating consistently high expectations for behaviour, relationships and learning within a specialist SEMH setting
- Establish a calm, predictable and safe environment that supports pupils' emotional regulation and engagement

Promote Good Progress and Outcomes

- Take responsibility for the learning, wellbeing, behaviour and progress of pupils within the SEMH ARC
- Be accountable for pupils' academic progress, emotional development and successful reintegration into mainstream provision where appropriate
- Promote independence, resilience and self-regulation, embedding the academy's values and inclusive ethos into daily practice

Demonstrate Strong Curriculum and SEMH Knowledge

- Deliver a curriculum that balances academic learning with targeted SEMH, therapeutic and developmental support
- Relate learning to real-life experiences, supporting pupils to make sense of their learning and behaviour
- Maintain up-to-date knowledge of SEMH, trauma-informed practice and behaviour as communication
- Take responsibility for ongoing professional development and contribute to the development of SEMH practice across the academy

Plan and Teach Well-Structured Sessions

- Plan and deliver flexible, well-structured learning experiences tailored to pupils' emotional and developmental needs
- Use a range of strategies to engage pupils, including regulation strategies, adaptive teaching, outdoor learning and practical approaches

- Set clear learning and wellbeing objectives, adapting plans responsively based on pupils' presentation and readiness to learn
- Evaluate and refine practice to continually improve outcomes for pupils
- Make effective use of ICT, specialist resources and learning environments, including outdoor spaces

Adapt Teaching to Meet Individual Needs

- Ensure teaching is highly personalised, with appropriate differentiation, challenge and emotional support
- Have a clear understanding of pupils' SEND, SEMH profiles, trauma histories and individual triggers
- Take responsibility for pupils with EHCPs, contributing to and reviewing targets and provision maps in partnership with the SENDco
- Support accelerated progress for disadvantaged pupils and those at risk of disengagement

Make Accurate and Purposeful Use of Assessment

- Use assessment to track academic progress, emotional development and readiness for learning
- Set clear, aspirational but realistic targets, celebrating progress in small steps
- Provide regular, meaningful feedback to pupils that supports confidence, reflection and growth
- Use assessment information and data systems to inform planning, interventions and reintegration decisions

Manage Behaviour Effectively

- Lead on behaviour practice within The Glade, using consistent, relational and trauma-informed approaches
- Support pupils to develop emotional regulation and positive coping strategies
- Work proactively with parents/carers to support behaviour, attendance and engagement
- Develop, implement and review behaviour and support plans in partnership with the SENDco and external professionals

Fulfil Wider Professional Responsibilities

- Provide leadership within the SEMH ARC, supporting and guiding support staff and ensuring consistency of practice
- Work closely with senior leaders, the SENDco, mainstream teachers and external agencies to support pupil outcomes
- Contribute to academy and Trust meetings, systems and professional learning
- Support reintegration planning and transitions for pupils
- Contribute positively to the wider life and ethos of the academy and Trust

Personal and Professional Conduct

- Liaise with external agencies to support pupils' welfare and wellbeing
- Safeguard and promote the welfare of children and young people, following academy procedures
- Model professional conduct, reliability and reflective practice at all times
- Meet deadlines, communicate effectively and contribute positively to a collaborative team culture

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Holds qualified teacher status 	<ul style="list-style-type: none"> Holds post graduate qualifications Additional training or qualifications related to SEND, SEMH, behaviour or trauma-informed practice
Knowledge and understanding	<ul style="list-style-type: none"> The ability to deliver high quality education within primary phase Be a good or outstanding primary practitioner The ability to plan, deliver and evaluate appropriate learning To know and understand how effective feedback impacts pupil progress Knowledge of the National Curriculum Have secure pedagogy that underpins how children learn Know, understand and have experience of handling child protection and safeguarding Has a passion and a commitment to working in an inclusive Academy Has experience of adapting learning to meet the needs of all children, including those who are disadvantaged, those with special educational needs and those who are more able An understanding of social, emotional and mental health needs and the impact these can have on learning, behaviour and engagement Knowledge of positive behaviour support, relational approaches and behaviour as communication 	<ul style="list-style-type: none"> Has previous experience of teaching within more than one phase e.g. EYFS/KS1/KS2 Has experience of leading a curriculum area Experience of working in at least one context Has a thorough understanding of the need to be accountable to parents, governors and other parties and has the necessary skills to undertake this effectively Experience of working with pupils with SEMH needs or in a specialist or alternative provision setting
Skills and abilities	<ul style="list-style-type: none"> Is a competent and confident user of IT Demonstrates a commitment and a passion for shared, co-operative working and can demonstrate positive team working strategies Proven ability to communicate effectively Experience of establishing positive and professional working relationships Ability to correctly model written and spoken language Have high expectations for all learners Good organisational skills and efficiency Ability to remain calm, consistent and solution-focused when managing behaviour and supporting pupils in crisis 	<ul style="list-style-type: none"> Has experience of supporting or mentoring others, such as ECTs, trainee teachers or students Experience of working closely with external agencies or professionals to support pupil outcomes

Personal qualities	<ul style="list-style-type: none"> • Enjoy being with and working with children • An enthusiastic and optimistic outlook • To hold a growth mindset and believe that all children can achieve • Reflective and open to feedback • Creative in problem solving with a willingness to try new ideas • Reliability and integrity • Is flexible, friendly and approachable • Has confidence and presence that inspires trust and is able to stay calm even when under pressure • Emotionally resilient and able to support pupils with complex needs while maintaining professional boundaries • Enjoys a work life balance 	<ul style="list-style-type: none"> • Own life experiences in order to enhance the cultural capital of our children
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Application and Selection Process

Further information:

For further information please visit our website www.ovpa.org.uk or to discuss the role further please contact our Head of Academy, Mrs Liz Jones via email: office@ovpa.school

Visits:

Visits to our current setting at Kingsbrook View Primary Academy to meet our Head of Academy, Mrs Liz Jones, are warmly welcomed but need to be arranged in advance. Please email: office@ovpa.school or call: 01296 254042 to arrange a visit.

How to apply:

Interested candidates should complete the online MyNewTerm application form, please include a personal statement that should outline your suitability for the post by referring to the job description and person specification.

Early applications are encouraged; we reserve the right to interview strong applicants before the closing date of this advert.

In compliance with Safer Recruitment guidelines, CV's cannot be accepted and you will need to complete an online MyNewTerm application form to be considered for this position

Closing date: 31st March 2026

Interviews will be held in the week beginning: 13th April 2026

Shortlisting:

Candidates will be notified if they have been successful for interview.
Interviews will be held on receipt of strong applications

Orchard View Primary Academy and the Inspiring Future's Partnership Trust are committed to safeguarding children, promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. Online searches will be completed prior to shortlisting, and an enhanced DBS and qualifications check will be carried out upon appointment of all successful candidates

