

SEMH TEACHER
KS2 / KS3
RECRUITMENT PACK

May 2026



Meet our Headteacher



A handwritten signature in black ink, appearing to read 'Jafay'.

Headteacher

Welcome to our Woodlands family! I am thrilled that you are considering joining us to work alongside our dedicated staff and wonderful pupils. Let me tell you about Woodlands and our story so far.

Woodlands is a specialist provision catering for children and young people aged nine to sixteen who have Special Educational Needs (SEN), specifically Social, Emotional and Mental Health needs (SEMH). We provide education for up to 84 children and young people with EHC plans on a non-residential basis.

“This is a happy school where staff and pupils get along well and staff want the very best outcomes for pupils.” This is what Ofsted found when they recently inspected us and we are so proud that our report reflects our commitment to our children and young people, and to their families. This is a great place to work where the words “life changing” really apply to what we do. Staff are well supported, and wellbeing is not a buzzword but a meaningful outcome we want for all our staff.

There is a thread that runs through our history of being a school that supports vulnerable pupils who have often experienced trauma in their backgrounds, be that adverse childhood experiences or educational trauma before they found their way to us. In the 1940s this building was a school for Jewish Kindertransport refugees. Anna Essinger, who brought a whole school here from Nazi Germany, created a place where children felt safe and accepted and were able to learn. We want the same for our pupils today.

We believe in this approach, where high expectations are

combined with high support and a “we know you can, and we will help you” attitude, will help our children and young people achieve what we know they are capable of. As a result, Ofsted judged our Behaviour and Attitudes as “good” as well as our Personal development, testament to the bespoke support we give to each of our children and young people who consequently feel understood and valued by the adults who support them.

Our curriculum is broad, balanced and ambitious. We provide a strong academic curriculum to GCSE / Level 2 and additionally a bespoke approach through our ‘Oaks’ provision, which includes elements of the academic curriculum and also vocational learning both in school and off-site. The curriculum is centred around the needs of the child or young person set out in their Education, Health and Care Plan and is reviewed frequently.

Our ultimate aim at Woodlands is to prepare our young people for adulthood and enable them to take their next steps knowing they have the skills for independent living and the knowledge and understanding to become healthy adults who can access employment and engage positively with their communities.

More than this even, we want them to feel loved and cared for and replace their feelings of educational failure with the experience of what success feels like, knowing that they are unique and valued and can take that belief out into the world with them when they leave us.

Job description



Post title

SEMH Teacher KS2 / KS3



Salary

MPR/UPR+SEN allowance



Hours of work

1.0 FTE



Post status

Permanent

We offer

- ❑ A supportive environment with an experienced team where you will be invested in and valued
- ❑ A varied and exciting role – building relationships with a range of colleagues across the Multi-Academy Trust
- ❑ A varied day with different experiences and challenges
- ❑ A Talent Pathway that offers you continued professional development and learning for you as an individual

Why this role above others?

Come and make a difference to the life chances of our young people.

Woodlands is a special school for pupils who have social, emotional and mental health needs. We are proud of the high expectations and aspirations we set for every child and young person, providing an inspiring environment where everyone can learn and achieve.

We provide ambitious and exciting opportunities through well-designed and individualised curriculum packages.

You will be part of a highly effective, supportive team who readily share best practice amongst the team.

You will have the opportunity to work collaboratively with individual children, young people and their parents. You will find each day rewarding, making the difference, and providing support and nurture for children and parents alike.

You will join us in celebrating success and encouraging all our young people to develop broader life skills, investing in them as a whole child.

We are incredibly proud of the achievements of all our pupils and trust that you will feel the same as we work together to ensure the successful future for them.

Any questions in regards to the role can be raised with Lisa Dugmore ahead of the closing date:

Lisa.Dugmore@wdl.mmat.co.uk

Responsible to:

The post holder will be responsible to the Deputy Headteacher / Assistant Headteacher and will have contact with pupils, support staff, families and relevant outside agencies.

Outline of role:

To provide high quality support, teaching and learning for children with SEMH needs across all primary subjects in KS2 / KS3

Main duties:

Teaching and learning

- Collaborate with whole staff team to plan for, and meet the needs of pupils experiencing SEMH difficulties
- Support our Trust ethos “Achievement through caring”
- Champion the needs of pupils with SEMH needs supporting them to reach their full potential, preparing them for adulthood.
- Be positive, enthusiastic and demonstrate commitment to the learning of all pupils.
- Promote and develop inclusive practice to improve the attainment and achievement for pupils with SEMH needs.
- Deliver high quality specialist teaching to meet the needs of all pupils across the school and age range, ensuring lessons are well planned and delivered, in line with the Teachers’ Standards.
- Ensure the effective/efficient deployment of classroom support.
- Deliver excellent specialist subject teaching in a variety of subject areas, with different age ranges within KS2 / KS3

- Provide an appropriate, warm, and safe learning environment that nurtures and develops social and emotional aspects of learning.
- Maintain and develop resources available to the school
- Contribute to ongoing assessment of pupils, following the school’s assessment policies and procedures.
- Contribute effectively to the Annual Review process, providing timely, up-to-date information.
- Manage the examination and assessment requirements of the subject(s) you teach.

Curriculum development

- Develop, manage and deliver an appropriate, creative and accessible curriculum, in line with the school’s curriculum policy, that enables all pupils to achieve to the best of their ability, regardless of their needs.
- Enable pupils develop towards adulthood, experiencing a variety of life -enhancing opportunities that will support them to enrich their adult lives
- Provide opportunities for Spiritual, Moral, Social and cultural understanding and growth.
- Ensure the curriculum is holistic; and enables and supports a growth mindset

Behaviour Support

- Perform the role of the class teacher/tutor, providing the first point of support and contact for tutees and their families.
- Liaise with the Pastoral Team to ensure the implementation of the school's pastoral systems and processes.
- Treat children and young people with dignity, care and respect, being the calm adult, especially when pupils are dysregulated.
- Recognise that behaviour is a form of communication and pupils need adults to support them to learn to manage their own behaviour.
- Model the behaviour you wish to see

Communication, Safeguarding & Transition

- Effectively communicate and engage with children, young people and their families and carers, and with external agencies where appropriate.
- Keep up to date records to share appropriate information with colleagues. For example, Person Centred Plans, CPOMS, Personal Development tracking.
- Ensure that children and young people and their families have a voice.
- Understand the role and value of families and carers as partners in supporting their children to achieve positive outcomes.

Equality

- Ensure services are delivered in accordance with the aims of the equality Policy Statement.
- Develop own understanding of equality and diversity issues

Safeguarding

- Be responsible for promoting and safeguarding the welfare of children and young people
- Have a clear understanding of Child Protection protocols.
- Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the school's Health and Safety policy and procedure. For example, Team Teach Positive Behaviour Management.
- Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting.

Professional Development

- Contribute to and be up to date with, research and development in the field of SEMH.
- Undertake personal and professional development activities as agreed with the Headteacher.
- Collaborate with colleagues across MMAT to support and develop CPD.
- Continue own professional development in the relevant areas including subject knowledge and pedagogy.

Developing self and leading others:

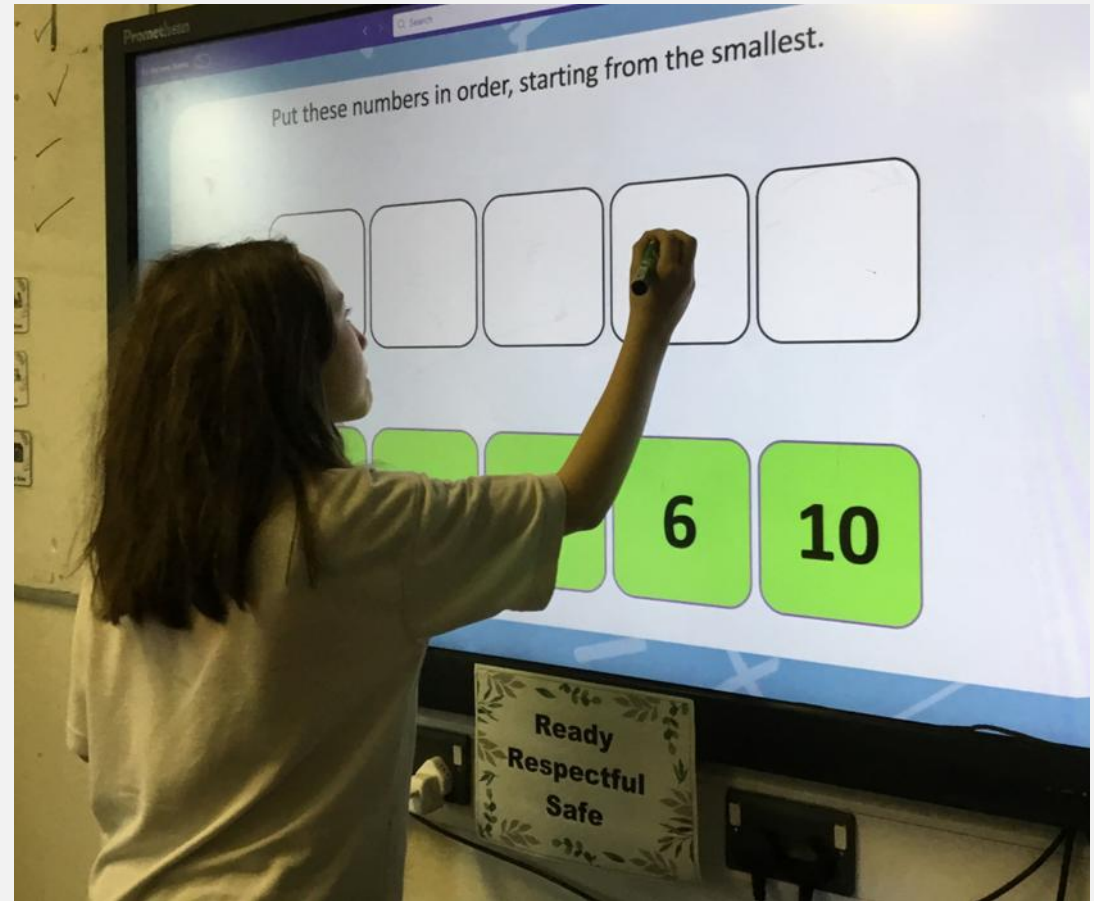
- Take responsibility for own professional development including maintaining an up to date knowledge of developments and related legislation including engaging fully in performance management of self and other staff (if applicable)
- Contribute to effective staff induction and professional development
- Manage own workload, providing support where necessary and delegating where appropriate to ensure that professional duties are fulfilled, as identified

Community responsibilities:

- Effective dialogue with parents in accordance with school policies.
- Attend and support community events as required.

In addition to the above all Marches Academy Trust staff are required to:




- Adhere to policies and procedures, including Equality and Diversity and Health and Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Undertake appropriate training and development as required.
- Participate in the Performance Review Cycle.
- Demonstrate excellent Customer Care in dealing with all customers.
- Ensure positive effective working relationships with the school teams, stakeholders and partners.





Objectives and outcomes:

- To be agreed with the successful post-holder once appointed.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may have opportunities to work in other schools within The Marches Academy Trust.



Person specification

| | Essential | Desirable |
|---|---|---|
|  <p>Qualifications and training</p> | <ul style="list-style-type: none"> • QTS • Degree level (or equivalent) qualification • Evidence of continued personal and professional development | <ul style="list-style-type: none"> • Higher Degree • Attachment training Level 2 |
|  <p>Experience</p> | <ul style="list-style-type: none"> • Recent experience of working with children and young people in KS2 / KS3 • Recent experience in raising students' attainment. • Experience of working with children and young people with SEMH needs in an educational setting to overcome barriers to their personal, social or learning development. • Experience of managing pupils whose needs are challenging | |
|  <p>Knowledge</p> | <ul style="list-style-type: none"> • A passion for learning and an outstanding teacher • Secure commitment to a clear vision for the department and the school • Ability to match children's needs in terms of curriculum, spiritual, personal and social development • Understanding and awareness of current educational developments and the implications of relevant educational legislation • Excellent knowledge and understanding of the primary curriculum, in particular Maths and English. • Work as part of a team | <ul style="list-style-type: none"> • Knowledge and understanding of strategies for inclusion and equal opportunities |

Person specification

| | Essential | Desirable |
|--|---|-----------|
|  | <ul style="list-style-type: none"> • Motivate and inspire students and parents • Knowledge of all necessary NC assessment, recording and reporting • Communicate effectively, orally and in writing for a range of audiences and purposes • Manage good communications systems. • Knowledge and understanding of children and young people with social, emotional and mental health difficulties. • Knowledge of Safeguarding and Child Protection expectations | |
|  <p>Skills & Characteristics</p> | <ul style="list-style-type: none"> • A passion and motivation to work with children with SEMH difficulties. • The willingness and ability to work alongside children of all ages • Effective oral and written communication skills with an ability to negotiate at all levels • High personal standards of integrity • Sense of humour • Be able to be part of effective teams and have consideration of the views of others • High expectations of both pupils and staff. | |

Person specification

| | Essential | Desirable |
|--|---|--|
| Skills & Characteristics  | <ul style="list-style-type: none"> ▪ Enthusiasm, adaptability and resilience ▪ Be 'e' confident and understand future technology in an educational context ▪ To be able to build positive relationships with the class group, ensuring consistency and continuity on a daily basis. | |
| Knowledge  | <ul style="list-style-type: none"> ▪ Knowledge of current educational trends, teaching developments and educational initiatives ▪ Some experience of pastoral and behaviour for learning ▪ A commitment to the principles of 'Achievement for All' ▪ Knowledge and understanding of diversity and equality requirements ▪ Excellent strategies for discipline ▪ A dedication to high academic standards ▪ A belief in working in partnership and as part of an established team ▪ Very good literacy skills | <ul style="list-style-type: none"> • Up to date knowledge of Ofsted standards • A creative approach to teaching development, learning and behaviour for learning • Experience of working with Arbor and CPOMS |

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviour, and
- Attitudes to use of authority and maintaining discipline

Welcome from the CEO

This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement.

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.



Sarah Finch

CEO

The Marches Academy Trust

Our family of schools currently includes:

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal
- Cockshutt CE Primary School and Nursery in Ellesmere
- Criftins CE Primary School and Nursery in Ellesmere
- Selattyn CE Primary School in Oswestry
- West Felton CE Primary School and Nursery in Oswestry
- Weston Lullingfields CE Primary School and Nursery nr Shrewsbury
- St Andrew's CE Primary School and Nursery nr Shrewsbury
- Kinnerley CE Primary School and Nursery in Oswestry

Meet our Chair of Trustees



Alex Fry

Chair of Trustees

Thank you for your interest in this role.

The Trust is looking to appoint an individual to build on our Trust's current strengths and achievements.

As a thriving Trust serving over 6,000 students and their families in Shropshire, this a pivotal role in driving continuous improvement across our schools and will contribute to our vision of 'achievement through caring'.

Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extracurricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements.

We hope that the opportunity to shape the work of our schools and their staff to harness their professional expertise, with the goal of securing excellent outcomes, is one you would relish.

The prospect of this role goes beyond the immediate job description. The successful candidate will influence and help shape the strategy of the Trust, have the opportunity to support our ITT provision, support leadership development and career paths as well as drive efficiencies across our schools.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our Trust into the future.

Who we are



Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising five secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

Check out our video:

<https://youtu.be/RxuP4WDUM88>

Interested? Here's how to apply:

<https://themarchesacademytrust.face-ed.co.uk/vacancies>

The closing date for applications is:

Tuesday 19th May 2026

Interviews will take place

Thursday 21st May 2026

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

A core belief in staff wellbeing and work life balance evidenced in policy and practice

Our Trust Vision Statement and Values



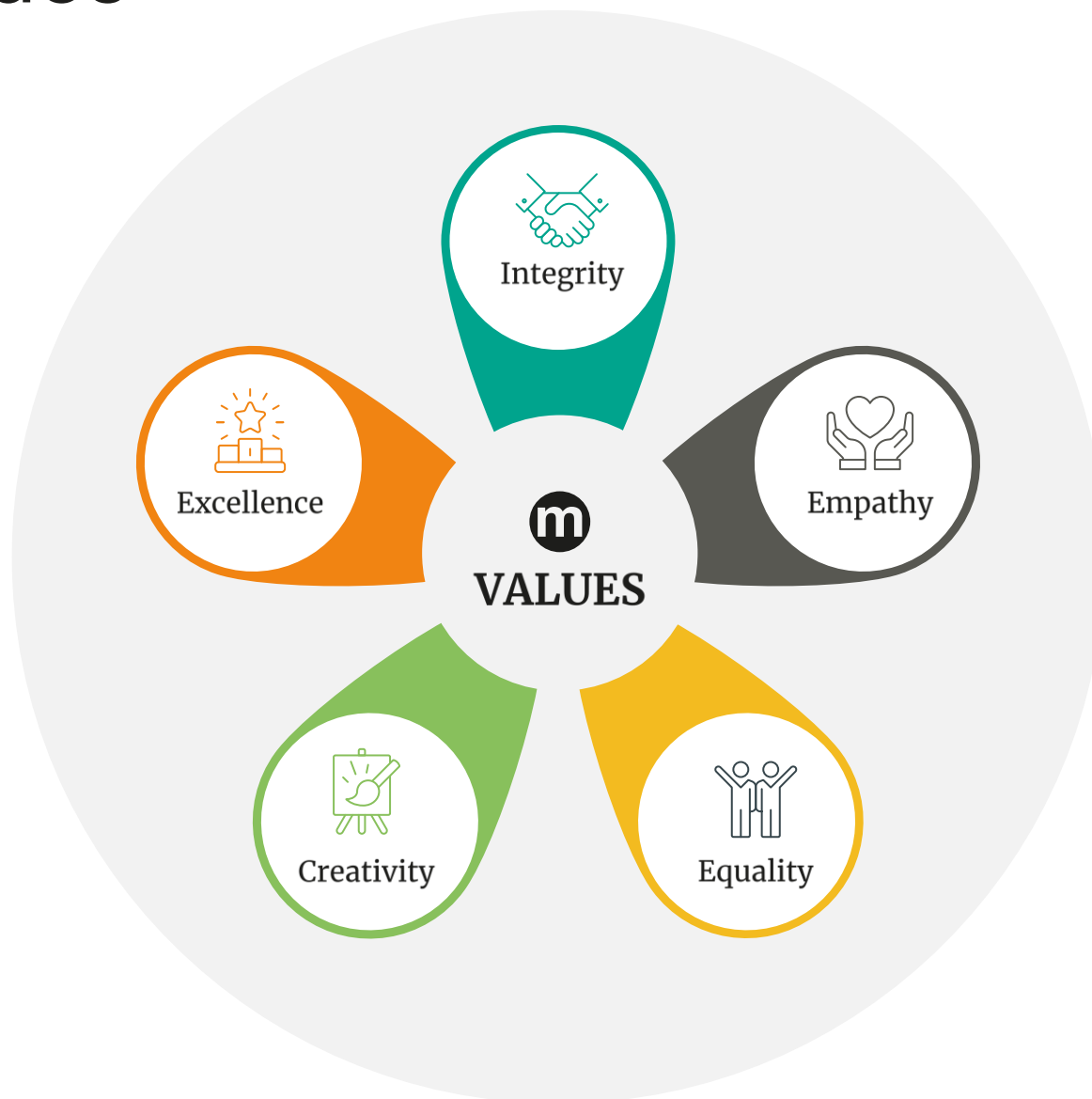
Our Vision

Achievement through caring



Mission Statement

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.



Our investment in you

Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.

We believe successful creative lifelong learners participate in a journey of self-discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.



Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

Emotional

Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.

Physical

We are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.

Financial

We offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).

Social

Encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Generous
non-contact
time for
staff

Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilize SAS in seeking out preventative and early intervention by making support easily accessible for all!





We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant.

Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

Cavelle Priestley-Bird, Executive Director of People and Development)

Bits you need to know

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”



Woodlands School

part of the Marches Academy Trust

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