



# Teacher - SEMH

## Recruitment Pack





## BUILDING BRIGHTER FUTURES

Our story is one of moral purpose. We are a learning community where everyone works collaboratively to plan, spread expertise and tackle challenges together — always focused on putting the needs of our students first. Together we build brighter futures.

### Our Mission

We aim to make a difference by raising the horizons and ambitions of everyone who learns, works, and lives within our diverse communities.

### Our Values

The Trust is committed to building brighter futures. This commitment is underpinned by three core values:

- Student's first
- It's about learning
- No barriers

### Join Us

This is an exciting time to become part of The Futures Trust. Every role here is more than a job — it's real, impactful work that makes a meaningful difference in the lives of our students and their communities. We offer trust wide career paths and invest in outstanding opportunities for our staff to learn, grow, and truly change lives.



**4**

Primary Schools



**6**

Secondary Schools



**9000+**

Students



**1300+**

Staff



## Thank you for considering a career with The Futures Trust.

We are delighted to provide you with this recruitment pack, designed to offer all the information you need to embark on a rewarding journey with us.



# Nicola Penlington

Head Teacher



Keresley Newland Primary Academy is a thriving school that is committed to Building Brighter Futures for all of its students.

Every decision we make is about the young people we serve, their learning experience and their personal development. We are looking to expand our team of talented professionals who excel in their field to help us on the next phase of our exciting journey.

**We look forward to hearing from you.**



## Job Details

JOB TITLE	TEACHER - SEMH
OPPORTUNITY	<p>We are seeking to appoint an excellent teacher who excels in delivering Specialist Resource Provision, particularly focusing on SEMH needs.</p> <p>You will provide high-quality teaching, learning, and pastoral support to pupils with Special Educational Needs and Disabilities (SEND). You will deliver an engaging, developmentally appropriate curriculum that supports pupils' academic progress, communication, independence, and emotional well-being, while promoting inclusion across the school.</p> <p>Dynamic and creative, you will be a team player and be able to inspire others around you.</p>
REPORTING TO	Headteacher
LOCATION	Based at Keresley Newland Primary School with a requirement to travel to work at or for schools in the Trust.
SALARY	TMS / UPS + TLR for the right candidate
BENEFITS ENHANCING WORKING LIVES	<ul style="list-style-type: none"> <li>- Competitive rates of pay</li> <li>- Professional development opportunities</li> <li>- Career pathways across the Trust</li> <li>- Teacher / Local Authority Pension Scheme</li> <li>- Online retail discount</li> <li>- Employee Assistance Programme</li> <li>- Family Friendly policies to support family &amp; carer commitments</li> <li>- Flexible Working Arrangements</li> </ul> <p><a href="http://www.thefuturestrust.org.uk/why-work-for-the-futures-trust">www.thefuturestrust.org.uk/why-work-for-the-futures-trust</a></p>



## Job Description

### Job Purpose:

To provide high-quality teaching, learning, and pastoral support to pupils with Special Educational Needs and Disabilities (SEND) placed within the school's primary Specialist Resource Provision (SRP), focused on SEMH needs. The teacher will deliver an engaging, developmentally appropriate curriculum that supports pupils' academic progress, communication, independence, and emotional well-being, while promoting inclusion across the school.

### Duties and Responsibilities

#### Teaching & Learning

- Plan and deliver creative, differentiated lessons suited to primary-aged learners with diverse SEND profiles.
- Adapt KS2 curriculum materials to meet individual developmental stages and EHCP outcomes.
- Provide targeted interventions to support communication, sensory regulation, literacy, numeracy, and life skills.
- Use practical, multisensory and play-based approaches to support younger learners.
- Assess pupil progress using frameworks suitable for SEND (e.g., pre-Key Stage standards, engagement model, individual learning plans).
- Establish a calm, nurturing, and structured learning environment.

#### SEND Support & Inclusion

- Work with the SENDCo to implement and review EHCPs, ensuring that statutory requirements are met.
- Support pupils' reintegration or partial inclusion into mainstream classes where appropriate.
- Lead and support teaching assistants to ensure consistent use of communication strategies, sensory supports, and behaviour plans.
- Liaise with external professionals (e.g., STS, Speech & Language Therapists, Occupational Therapists, Educational Psychologists).

#### Pastoral Care & Behaviour

- Promote pupils' emotional well-being using trauma-informed, positive behaviour approaches.
- Develop and deliver personalised behaviour support plans.
- Support pupils with transitions — between activities, classrooms, year groups, and phases.



### **Professional Responsibilities**

- Engage in continuous professional development in SEND, early childhood development, communication approaches, and inclusive education.
- Contribute to the development and ongoing improvement of the SRP.
- Maintain accurate records of progress, assessments, and interventions.
- Uphold safeguarding responsibilities in line with school policies.
- Use of expert knowledge to support staff across the school teaching children with SEMH needs.

### **Other Duties**

- Maintain positive working relationships with parents/carers, including regular progress updates and involvement in review meetings.
- Work closely with the SENDCo to implement EHCPs and ensure statutory requirements are met.
- Promote inclusive practice by supporting pupils both in the SRP and mainstream classrooms when appropriate.
- Maintain positive working relationships with parents/carers, including regular progress updates and involvement in review meetings.
- Produce high-quality reports for EHCP annual reviews, multi-agency meetings, and internal records.
- Maintain safeguarding responsibilities in line with school policies and statutory guidance.
- Participate in training, meetings, and whole-school initiatives.
- Uphold the school's values, policies, and ethos.
- Maintain accurate records and contribute to the development of the SRP provision.





## Person Specification

AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS) with experience in Early Years or Primary.</li> <li>• Relevant recent professional development</li> </ul>		Application Form Certificates
SKILLS AND ABILITIES	<ul style="list-style-type: none"> <li>• Positive, nurturing, and patient approach with young learners.</li> <li>• Ability to personalise learning for children with complex or diverse needs.</li> <li>• Approachable and caring manner</li> <li>• Ability to communicate effectively both orally and in written form.</li> <li>• Good time management.</li> <li>• Excellent communication, teamwork, and organisational skills.</li> <li>• Enjoys a challenge</li> <li>• Commitment to making education enjoyable and stimulating</li> <li>• An innovative thinker</li> <li>• Flexible, adaptable, able to prioritise and make decisions</li> <li>• Accountable to stakeholders as appropriate</li> <li>• Able to follow the school's safeguarding procedures and recognise when to report any concerns</li> </ul>		Application Form Interview Test



AREAS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EXPERIENCE	<ul style="list-style-type: none"> <li>Working in primary education</li> <li>Experience teaching pupils with SEND within a mainstream, SRP, or specialist setting.</li> <li>Have proven experience working with SEMH specific needs such as Thrive/ Nurture.</li> <li>Delivering improved outcomes for learners</li> </ul>	<ul style="list-style-type: none"> <li>Experience working with external agencies to support pupils.</li> <li>Experience of leading or managing support staff.</li> </ul>	Application Form Interview
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> <li>Strong understanding of SEND legislation, primary pedagogy, and child development.</li> <li>An appreciation of the importance of establishing and developing close relationships with parents, governors, the local community, partner schools and other external agencies</li> </ul>	<ul style="list-style-type: none"> <li>Training or experience in specialist approaches (e.g., Makaton, THRIVE, TRAUMA INFORMED PRACTICE, PECS, TEACCH, sensory integration strategies, Attention Autism).</li> <li>Understanding of early language development and speech &amp; language strategies.</li> </ul>	Application Form Interview Test
OTHER REQUIREMENTS	<ul style="list-style-type: none"> <li>A professional role model who is committed to their own professional development and to developing others</li> <li>Committed to and able to promote the aims of the school and the values of the Trust: Learners First, It's about Learning, No Barriers.</li> <li>Values diversity and the unique contribution that every individual makes to the learning community</li> <li>Demonstrates professionalism, loyalty and integrity</li> <li>A commitment to developing the school as part of the wider community</li> <li>To be committed to working with external services and local networks</li> <li>Commitment to working as part of a multi-disciplinary service</li> <li>Able to work flexibly, and to attend meetings and INSET days as required</li> </ul>		Application Form Interview



## How to apply

**Closing date:**  
**Tuesday 24 February 2026**

**Interviews:**  
**tbc**

If you wish to find out more about this role and a career within The Futures Trust please contact the Recruitment Team:  
**tel: 02477 102134**

To apply for this post, please complete the online application form found at:  
**[www.thefuturestrust.org.uk/work-with-us/current-vacancies](http://www.thefuturestrust.org.uk/work-with-us/current-vacancies)**

On application please read the following policies found at:  
**[www.thefuturestrust.org.uk/work-with-us/recruitment-pack](http://www.thefuturestrust.org.uk/work-with-us/recruitment-pack)**

- Keresley Newland Primary School Safeguarding & Child Protection Policy
- Safer Recruitment Policy
- Suitability Policy
- GDPR Privacy Notice for Applicants



**The Futures Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to share this commitment.**

The successful candidates for all positions will be subject to an enhanced DBS check and Social Media check.