

Teacher (SEMH Specialism) (Virtual School Outreach Service)

Full Time – Fixed term for 1 year (part-time could be considered)

Salary: TMS/UPR +TLR

To start January 2027

Central England
Academy Trust

SERVING THE HEART OF ENGLAND



Higham Lane School
Work Hard | Be Kind | Take Responsibility



Welcome from the CEO of Central England Academy Trust



Thank you for your interest in joining Central England Academy Trust. Our growing Trust currently consists of a diverse family of five schools in the Nuneaton area: a large junior school, primary special school, a secondary special school and two mainstream secondary schools. We have a sixth school – a new 2 form entry primary school in Nuneaton - opening in September 2026.

Our Trust's core values summarise what is important to us and what we actively promote:



working together and with others to achieve the very best for the staff, pupils and families that we serve.



recognising the individuality and uniqueness of our staff and pupils, and that we do not all start from the same place. We strive to provide all of our staff and pupils with what they need in order to have equal access to opportunities, to thrive and to succeed.



to be ambitious for all of our staff and pupils and have the highest expectations of them, supporting them to achieve to the very best of their potential.



ensuring that everyone in our MAT feels safe and supported in all that they do.

I hope this application pack provides you with the information needed to consider applying for this position, and I wish you every success with your application.

Best wishes

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

Andrew Dickinson
Chief Executive Officer

Employee Benefits of working at Central England Academy Trust

We strive to be an employer of choice, and are committed to ensuring our employees feel valued, appreciated and at the heart of what we do.



We have a number of core benefits which include:

Professional Development

- We support all our schools and services to offer professional development that is rooted in the evidence of what improves teaching and learning
- We listen to what your career aspirations are and how we can support you within your role
- We provide Trust-wide CPD in key areas, including SEND, behaviour and teaching and learning
- We support staff in accessing a wide range of qualifications, including Diplomas, Masters and National Professional Qualifications (NPQs)

Appraisal

- Our staff appraisal focuses on supporting our employees to be the very best they can be. There is no performance-related pay in our Trust, and we put staff at the heart of what we do so they can put children at the heart of what they do

Apprenticeship Levy

- As a large employer we pay into the Apprenticeship Levy Fund and are therefore able to offer a wide range of apprenticeships to both new and existing staff.

Pension Schemes

- A contributory pension scheme relevant to your role: Teachers' Pension Scheme for teaching staff, and the Local Government Pension Scheme for non-teaching staff.

Employee Support Schemes

- Subsidised eye care for extended VDU users
- A Gym Membership Scheme
- A Cycle to Work Scheme
- An Employee Assistance Programme, providing practical and emotional support.
- An Employee Benefits Scheme, offering discounts on everyday essentials
- A Health Cash Plan benefit, providing reimbursements for various health-related expenses, including dental treatments, optical care, physiotherapy and more

Teacher (SEMH Specialism)



Purpose of the Role

Working as an Outreach teacher for CEAT Virtual Schools Outreach Team to provide strategic support and guidance to schools in Warwickshire. Outreach teachers will receive additional training to support them to fulfil the role.

Warwickshire Virtual School are working collaboratively with Central England Academy Trust to provide Outreach support to enable schools to review and adapt current provision for pupils who are require additional support to engage effectively. The overall objective is to support schools to maintain placements and reduce suspensions and exclusions. The referral criteria for pupils who might benefit from this support are

1. Children in care

- Child is in the care of Warwickshire
- Child is in the care of another local authority

2. Children with a social worker

- Child is subject to a Warwickshire CP plan
- Child is subject to a Warwickshire CiN plan
- **In addition, information and advice may given to schools for the following groups of children:**

3. Children previously in care

- Child left care because they were adopted
- Child left care under a Special Guardianship Order
- Child left care under a Child Arrangement Order
- Child was adopted from state care outside of England and Wales

4. Children in kinship care

- Child lives with kinship carers under a Special Guardianship Order
- Child lives with kinship carers under a Child Arrangement Order

5. Children with a social worker

- Child has been subject to a CP in the last six years
- Child has been subject to a CiN plan in the last six years

This role requires excellent interpersonal skills as you will be required to regularly liaise with pupils and professionals, whilst representing the Outreach team. Your core purpose will be to support schools in providing high quality provision for pupils, offering advice and guidance to help maintain placements and reduce the number of suspensions and exclusions.



This role requires excellent interpersonal skills as you will be required to regularly liaise with pupils and professionals, whilst representing the Outreach team. Your core purpose will be to support schools in providing high quality provision for pupils, offering advice and guidance to help maintain placements and reduce the number of suspensions and exclusions. You will:

- Be an excellent classroom practitioner and effective role model
- Have proven leadership skills
- Have experience of teaching in the primary and/or secondary phase of education
- A deep understanding of how social, emotional and mental health difficulties impact on access to learning and a working knowledge of effective strategies that can be deployed
- Advocate for pupil centred approaches and trauma informed responses
- Be a creative thinker who is solution focused and promotes the implementation of reasonable adjustments to support vulnerable pupils
- Be an effective communicator who can review current provision and offer advice on strategies based upon that to support pupils social, emotional and mental wellbeing
- Be a strategic thinker who will offer development opportunities and signpost to appropriate services to ensure sustainable impact
- Be an effective team member who will contribute to planning, recording and reporting the impact of Outreach provision
- Have a collaborative approach to working with multi-agency teams to advocate for pupils and seek to reduce barriers to learning
- Have excellent time management skills to prioritise caseload and respond to referrals in a timely manner

This job description covers the overall areas of responsibility, however further specific tasks and responsibilities may be determined through consultation with the Trust and School Development Director and Virtual School Head. This job description may be amended at any time, following consultation between line managers and member of staff and will be reviewed bi-annually.

Key Responsibilities

- In addition to the Trust Teachers' Pay and Conditions Document the post holder receives a TLR 2 for Outreach responsibilities.
- Promote professional standards whilst representing the Trust and Virtual School.
- Timely review and response to referrals outlining the intended timeline for support. Excellent time management skills will ensure attendance and punctuality at appointments and meetings.
- Caseload management with support from line manager and Outreach team.



- Complete observations, interventions and lead planning meetings. Provide written advice and guidance, as appropriate. Signpost to agencies and services.
 - Offer advice and guidance to schools regarding reasonable adjustments to enable pupils to access high quality education and seek to maintain placements.
 - Advocate for pupils as part of reintegration into school placements.
 - Promote positive behaviour management strategies that include de-escalation and regulation techniques. Advocate for behaviour as a form of communication.
 - Liaise with schools and external agencies to seek successful outcomes for pupils.
 - Advocate for pupil centred approaches and trauma informed responses.
 - Actively engage in professional development opportunities to ensure up to date knowledge and skills relating to the target audience.
 - Follow guidance from the Virtual school and Trust regarding gaining consent for observations from those with parental responsibility. Maintain confidentiality and comply with all GDPR policies and procedures regarding pupil data and handling of confidential documentation.
 - Comply with and promote all Trust policies and procedures.
 - Comply with other schools/settings safeguarding and conduct guidance whilst working on their site.
-
- **Strategic Direction and Development of the Outreach Service**
 - Support the Trust and Virtual School in promoting the vision and strategic direction of the Outreach service.
 - Review the impact of the Outreach service and contribute to development planning.
 - Take a positive and active role in collaborative working within and amongst the Outreach team and wider Trust community.
 - Provide regular updates to the Trust and Virtual School Head to support review and evaluation of the project.



Teaching and Learning

- Promote outstanding teaching and learning.
- Be an enthusiastic and motivated professional who can lead, inspire and influence other professionals.
- Actively contribute to the development of curriculum and outreach resources (SEMH specialism) to support strategies that meet the individual needs of pupils.
- Positively promote inclusion through supporting school staff to ensure that the curriculum and learning opportunities are differentiated to meet the needs of pupils.
- Promote effective communication strategies that enables pupils to share their thoughts and feelings. Advocate for pupils and schools to help them to receive the support needed.
- Promote effective behaviour management strategies and support pupils to access and understand expectations.
- Use personalised planning approaches to promote reasonable adjustments, increase attendance and access to learning (including reduction in the use of part-time timetables, suspensions, exclusions).
- Support schools to identify barriers to learning and plan to overcome these.
- Be familiar with current theory and practice relating to pupils with SEND and those who meet the criteria for support via the Virtual School. Support wider staff development.

Accountability

- Maintain a record of referrals and support provided to share with stakeholders.
- Share evidence of pupil's achievement through quality assurance, reporting and information sharing.
- Contribute towards recording and reporting the impact of Outreach provision.

Professional Development

- A range of professional development opportunities will be provided via the Trust and Virtual School as part of the pilot project.

Other

- Undertake other reasonable duties as may be requested by the Trust and School Development Director, CEO and VS Head.

While the majority of the responsibilities will relate specifically to the Outreach Service there will be occasions for team activities related to priorities across the Multi-Academy Trust.

How to apply



Please apply by clicking <https://centralenglandacademytrust.facebook.co.uk/vacancies>

Alternatively, please visit the Central England Academy Trust website and click on 'Vacancies'. The closing date for applications **is midday, Friday 18th September 2026.**

If you would like to chat about this post, please contact Jen Roberts, Trust and School Development on 02476 740 901.

Person Specification

Qualifications and training



- Educated to Degree Level
- Qualified Teacher Status

Experience



- Proven experience of using primary or secondary teaching methodology in mainstream or/and special (SEMH) education
- Proven effective leadership skills

Skills and knowledge



- Commitment to safeguarding and promoting the welfare of all pupils
- Commitment to developing and extending personal knowledge and expertise in areas relevant to the project
- Skills in adapting the National Curriculum to meet the needs of pupils with SEND/ SEMH
- Understanding of different SEND pedagogies: SEMH, Sensory needs etc.
- Understanding of Adverse Childhood Experiences and how these might impact on pupils' responses within a school setting
- Knowledge of teaching strategies that promote inclusive education for all vulnerable learning
- An understanding of personalised curriculums and Trauma informed responses
- Understanding of and commitment to the Trust policies, in particular:
 - Participation and implementation of the Behaviour Policy, Safeguarding, Code of Conduct and Whistleblowing
 - Awareness of Lone Working, Travel expenses and Health and Safety implementation in the workplace.
- Knowledge of effective strategies and interventions to enable all pupils to access education and support emotional wellbeing
- Skills writing and delivering effective Action plans, impact reports and advertising materials
- Knowledge of the different strategies to engage and support pupils with social, emotional and mental health needs

Personal qualities



- Have a passion for teaching and a commitment to making a difference
- Be willing and enjoy engaging with a range of professionals who require support to adapt strategies and learning environments
- Be passionate about promoting inclusive education for all pupils
- Be flexible in approach and demonstrate leadership and team building skills
- Have good communication skills both orally and in writing
- Ability to manage own work load effectively

Person Specification



Personal Qualities



- Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships
- Willingness and ability to share expertise, skills and knowledge with other practitioners
- Practice equal opportunities in all aspects of the role and around the workplace and in line with policy
- Maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post

Central England Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure. Central England Academy Trust is also strongly committed to protecting personal data. Our Privacy Notice, which can be found under the GDPR section on our website, describes why and how we collect and use personal data and provides information about individuals' rights.



Contact Us

Central England Academy Trust
Morris Drive, Nuneaton, CV11 4QH
Tel: 02476 740 932
Email: admin@centralengland.co.uk

