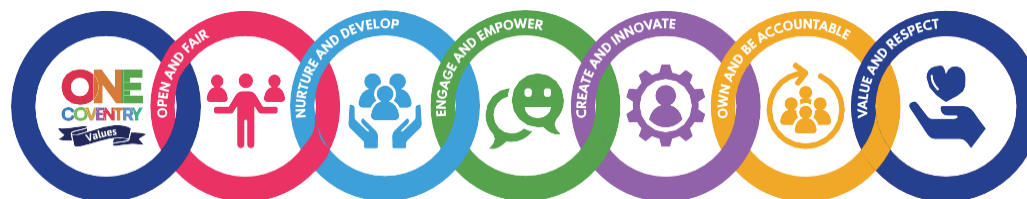


Job Description and Person Specification



Job Description

Job Title	SEMH&L Specialist Teacher
Grade	Teachers UPS + 1 SEN (an additional SEN available for relevant experience / masters level qualifications)
Service	Coventry SEND Support Service – SEMH&L Team
Reports to	Kathy Gardner
Location	Educational settings around the city
Job Evaluation Code	



About Coventry City Council

Who we are: At Coventry City Council we are dedicated to making a positive difference to the services we deliver to the diverse citizens of Coventry. The work we do improves people's lives – from helping them into work to providing clean and green places to live, to keeping people safe and protected.

As a Coventry City Council employee, you have our ongoing commitment to your growth and development with opportunities to work across multiple service areas including customer contact, public health prevention and education and skills, adults and children's services and provide support for the most vulnerable.

Our aim is simple – to be globally connected, locally committed, deliver our priorities with fewer resources whilst effectively managing our performance and measuring our progress.

Our Values: We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation:



About the Service your team will provide

Purpose of the role / Output

- To assist the Team Lead in the promotion and delivery of support to pupils, and school based staff within the area of Social, Emotional, Mental Health & Learning (SEMH & L).
- To provide schools with professional support within the framework of a traded model.
- To carry out duties in accordance with the current School Teachers' Pay and Conditions document and the Professional Standards for Teachers. The standards are progressive, reflecting the progression expected of teachers with experience. Post threshold teachers are expected to act as
- role models for teaching and learning, make a distinctive contribution to raising standards across the service, continue to develop expertise and provide regular coaching, mentoring and training to schools and less experienced colleagues.
- To carry out duties in accordance with all relevant corporate policies

Main Duties & Key Accountabilities

Core Knowledge

- Within the specialism of SEMH & L:
- To work in partnership with named schools to extend and develop their capacity to meet the needs of children with SEN, through coaching and modelling, direct work with pupils, training and support for staff.
- To work alongside the SENCo providing agreed support for both the strategic and operational role.
- Take specific case responsibility for named pupils referred to the team in accordance with the Code of Practice arrangements for SEND.
- Prepare, implement and monitor appropriate programmes or interventions in liaison with school staff and parents/carers.
- Demonstrate and articulate high expectations and set challenging targets for all children and staff.
- Maintain and develop appropriate records and provide reports for schools and the Team Lead, as required.
- Maintain and develop working partnerships which foster supportive and effective outcomes for pupils, staff and parents/carers.
- Contribute to the identification and assessment of pupils who require a Statutory Assessment of their Special Needs under the 2014 SEND Code of Practice.
- Contribute to the development of Coventry SEND Support Service and maintain high professional standards which support and enhance the reputation of the SEMH & L Team and the wider service.
- Promote and support the shared values of continual improvement, accountability and high quality provision.
- Keep abreast of SEN developments, literature, local and national guidance, and legislation.
- Attend such in-service training as is required.

- Engage in personal or team professional development activities which help the development of effective policy and practice within the Service and the authority
- Develop and deliver school-based and central INSET.
- Contribute to a positive service ethos in which every individual is treated with dignity and respect and the safety and welfare of children and young people is paramount.
- Attend and participate in relevant meetings as required by the Team Lead.
- Undertake key tasks in accordance with Service development through agreement with the Team Lead.
- A job description can never be fully descriptive or exhaustive. It is expected that you will, within reason, respond to unforeseen circumstances and emergencies as they arise, in a way that is commensurate with your qualifications, experience and seniority.
- Any other duties and responsibilities within the range of the salary grade.

Changes to your role may need to be agreed from time to time, in the light of changing school and Service requirements and to support your further professional development.

Key relationships

External Children and young people, parents/carers Schools and Educational settings Health and social care professionals	Internal Service areas in Childrens Services e.g.: Social Care, Family Hubs Coventry SEND Support Service Statutory Assessment and Review Service MASH
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Standard information

Post holders will be accountable for carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

Smoke Free

The City Council is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

Training

The postholder must attend any training that is identified as mandatory to their role.

Responsible for:

Staff managed by postholder:

N/A

Person specification

Job Evaluation Code	
Knowledge	
<ul style="list-style-type: none"> • An understanding of child development in relation to age related expectations in the area of SEMH & L. 	
<ul style="list-style-type: none"> • An awareness of a range of strategies and interventions associated with successful outcomes for pupils with SEMH & L difficulties. 	
<ul style="list-style-type: none"> • Knowledge of the primary and/or secondary curriculum and strategies for the differentiation of the curriculum for pupils with special needs. 	
<ul style="list-style-type: none"> • An awareness of recent national and local guidelines and legislation which impacts on mainstream schools' provision for pupils with special needs. 	
<ul style="list-style-type: none"> • A knowledge of observation techniques to support focused interventions which enable pupils to better access the curriculum. 	
<ul style="list-style-type: none"> • The ability to evaluate the impact of interventions and a knowledge of approaches and resources to support pupils with SEND. 	
<ul style="list-style-type: none"> • A knowledge of Inclusion. 	
Skills and Abilities	
<ul style="list-style-type: none"> • Excellent classroom practitioner with high expectations of pupils with SEND. 	
<ul style="list-style-type: none"> • Considerable inter-personal skills to establish positive relationships with pupils, parents/carers, schools and colleagues in the Service. 	
<ul style="list-style-type: none"> • Ability to advise and demonstrate programmes of support for pupils. 	
<ul style="list-style-type: none"> • Good organisational and time management skills. 	
<ul style="list-style-type: none"> • A solution focused approach to problem solving. 	
<ul style="list-style-type: none"> • Ability to work both within a team or unsupervised and on own initiative. 	
<ul style="list-style-type: none"> • Ability to organise, chair and participate in meetings involving parents/carers, teachers and other professionals. 	
<ul style="list-style-type: none"> • Ability to safeguard children by developing appropriate relationships, personal boundaries and maintaining discipline. 	
<ul style="list-style-type: none"> • Ability to write simply and clearly so that it communicates effectively with a range of readers. 	
<ul style="list-style-type: none"> • Ability to support the planning and delivery of CPD and training 	

Experience
<ul style="list-style-type: none"> • SENCo experience desirable.
<ul style="list-style-type: none"> • Evidence of successful work in supporting the attainment of pupils with SEMH & L.
<ul style="list-style-type: none"> • Evidence of planning and advising on successful interventions for children with SEMH&L.
Qualifications
<ul style="list-style-type: none"> • Qualified teacher status.
<ul style="list-style-type: none"> • Additional post graduate qualifications in areas of SEMH&L is desirable but not essential.
Special Requirements
<ul style="list-style-type: none"> • This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).

Date Created	January 2021	Date Reviewed	April 2024
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