

Templars Primary School

JOB DESCRIPTION – MAIN SCALE SEMH TEACHER

At Templars Primary School, we are proud of our inclusive ethos and strong sense of community, underpinned by our values of *Care, Respect, and Honesty*. Safeguarding and child protection are at the heart of everything we do, and we are fully committed to ensuring the welfare and safety of every child in our care.

We are seeking a passionate and skilled SEMH Teacher to join our newly established Adaptive Provision, designed to support pupils with Social, Emotional and Mental Health (SEMH) needs. This provision offers short-term, intensive support in a small-group environment for children at risk of exclusion or those struggling to meet the behavioural expectations of their mainstream classroom.

Scale: Main Pay Scale

Responsible to: Headteacher

Main purpose:

- To promote and safeguard the welfare of children and young people within the school
- Deliver high-quality teaching and learning, in line with the **Teachers' Standards** and the **School's Behaviour Curriculum**.
- Provide targeted interventions to build pupils' **resilience, self-regulation, and learning skills**, enabling their successful reintegration into mainstream classes.
- Work closely with our **Inclusion Team, Pastoral Team, and Senior Leaders** to ensure joined-up support for every child.
- Create a safe, nurturing, and structured environment that enables pupils to thrive both academically and emotionally.

We are looking for someone who:

- Has a genuine passion for working with children who have SEMH needs.
- Can build strong, trusting relationships through consistency, care, and high expectations.
- Brings creativity, patience, and positivity to every challenge.
- Is reflective, resilient, and committed to professional growth.

We can offer you:

- A highly supportive and values-driven team.
- Excellent professional development opportunities.
- A chance to make a real difference to the lives of children and families.

Duties and responsibilities

All teachers are required to carry out the duties of a school-teacher as set out in the current *School Teachers Pay and Conditions* document. The following areas have been highlighted as being of particular importance at Templars.

Teaching

- To plan and deliver a flexible curriculum that meets pupils' educational entitlement while supporting their behavioural, emotional and social needs.
- To lead and manage pupil development.
- To provide a nurturing environment
- To prepare, implement and monitor appropriate strategies in liaison with your line manager and other staff where appropriate.
- To maintain appropriate records and provide reports as required, including relevant data.
- To chair, attend and participate in relevant meetings and reviews as required.
- To lead on and support pupils in the process of integration/reintegration to their mainstream classrooms
- To maintain and develop strong liaison and collaborative working practices with school colleagues, parents/carers, and relevant external agencies.
- To attend training as is required to maintain an up-to-date knowledge of professional initiatives.
- To undertake key tasks to develop practice and procedures within the setting through agreement with the line manager.
- To assess, manage and mitigate risk ensuring the safety of all individuals involved, while promoting positive outcomes for the child.
- To undertake any other duties and responsibilities commensurate with the grade of the post.

This job description will be subject to annual review and set within the context of a developing provision.

Other

- Carry out playground and other supervisory duties as directed, within the remit of the School Teachers' Pay and Conditions Document.
- Communicate and consult with the parents/carers of learners
- Communicate and co-operate with any relevant external bodies
- Be fully conversant with the school's procedures and policies

Performance management

- Participate fully in arrangements made in accordance with the Education (School Teachers' Appraisal) (England) Regulations 2012 and the school's Appraisal and Professional Development Policy

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary
- Be responsible for your own continuous professional development and participate fully in training and development opportunities identified by the school or as developed as an outcome of your performance management

Health and well-being

- Establish a purposeful and safe learning environment for learners
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- Use a range of behaviour management techniques and strategies adapting them as necessary to promote self control and independence of all learners
- Raise any concerns regarding the behaviour, progress, welfare, or child protection of any learner with the Designated Safeguarding Lead or their deputy.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them

Administration

- Participate in and carry out any administrative and organisational tasks within the remit of the *School Teachers' Pay and Conditions* document
- Register the attendance of, and supervise, learners before, during, and after school sessions as appropriate

Note

This job description is not your contract of employment nor any part of it. It has been prepared only for the purpose of school organisation and may change either as your



contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

All duties and responsibilities must be carried out with regard to the City Council's Health and Safety Policy.

Post holders will be accountable for carrying out all duties and responsibilities with regard to the City Council's Equal Opportunities Policy.

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

Templars Primary School is committed to equality, diversity, and inclusion in all aspects of employment and welcomes applications from all sections of the community.

Signature of post holder:

Date: / /

Signature of headteacher:

Date: / /

Updated: November 2025