



Woodfield School
Together we will achieve

SEMH Primary Teacher

(MPS/UPS + SEN1)
(possible TLR)

Woodfield Primary SEMH School

Required September 2025



Effort + Respect x Ambition = Success



Woodfield Primary is located at our Stoneleigh Road site and is the primary provision of Woodfield all through SEMH School. Woodfield School currently provides specialist SEMH education across Coventry.

The Primary School caters for students from Yr1-Yr 6. We operate in class sizes of up to eight students supported by their class teacher and learning support staff. Students are grouped based on our new two-year rolling curriculum and there are ten different classes on site which comprise of Yr1&2, Yr3-4, Yr5-6.

The site is currently undergoing a curriculum review to ensure students' academic needs are met and that they progress year upon year. The CornerStones curriculum is used across key stage 1&2 which provides clarity about what is being taught, accurate monitoring of student progress and a range of engaging cross-curricular projects for students to access.

Classroom development has been a recent priority as we aim to create therapeutic and personalised environments which support student learning and regulation. Recent development of the site has helped create regulation spaces within each classroom which students can access during different points of the day.

We have recently developed a new 'Early Years' provision in one of our areas of the school which allows for our younger students to experience learning through play and support social development. This new provision also reduces student interactions with older aged peers as we take steps to improve the culture of the site and decrease negative learnt behaviour peer to peer.

Key contacts: **Sarah Mills (Primary site lead)**

SENCO: **Kate Parker**

Pastoral lead: **Jennifer Davoudian**



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SEMH Primary Teacher

We are a supportive, inclusive and caring school that welcomes all children.

We are looking to appoint a highly motivated, empathetic and resilient SEMH Primary Teacher who has experience of working with children with special education needs, in particular SEMH. This person will have an understanding of SEMH and the challenges that this brings for children.

You will be supporting and nurturing primary aged pupils who have SEMH difficulties. You will be responsible for supporting them throughout their time in the setting. You will help the children to progress socially and academically by working closely with a SEMH team, as well as other school staff. You will be expected to feedback to Site Management, Pastoral Managers, and SENCOs about the child's progress and general wellbeing.

You will also be expected to work independently with small groups and plan and prepare for this. You will need to have patience as well as good behaviour management skills, or the ability to develop them. You will also need a passion for working with young people and supporting those with barriers to their learning. All of the young people we serve have EHCPs with the majority of primary needs revolving around SEMH, a large percentage of our cohort have diagnosis of ASD and ADHD. We are committed to staff professional learning.

You will have experience of working with and supporting younger children with SEN in a school setting. You will have experience of providing support for SEN children and be confident in meeting their needs. You will have an understanding of the National Curriculum. Ideally you will have an understanding of issues surrounding SEMH children and have good behaviour management skills. Most importantly you will have a passion for working with children with additional needs and be a positive and enthusiastic team player.

In addition, there are benefits to being a colleague at Woodfield's School

- **Social committee with subsidised events**
- **Revision sessions paid for (Subject to minimum numbers)**
- **Occupational health and counselling support**
- **Cycle Scheme**
- **Free Flu jabs and other vaccinations**
- **Potential to work across more than one school/phase if appropriate**
- **Free onsite parking**
- **Free tea and coffee**

Why work at Woodfield Primary School?

On behalf of our entire school community I extend a warm welcome to Woodfield School and hope you take the opportunity to explore our website. Please take time to learn about our wonderful students and staff and gain a full understanding of how we work together to support student development and progress at every stage of their education journey.

Woodfield is a Social Emotional and Mental Health (SEMH) school with the aspiration to be the very best in the country! Woodfield is at a very exciting point in its improvement journey with the impending co location of all our provisions on one site at the former Woodlands school for boys on Broad Lane. This exciting project will allow us to create bespoke specialised environments to support meeting the needs of our students alongside designing and implementing a truly aspirational curriculum for our young people.

Our Woodfield vision is for all students to make exceptional progress. That progress encompasses both rigorous academic progresses, gaining qualifications to unlock further education and employability routes and the knowledge and skills to understand and manage the social, emotional and mental health barriers faced by every individual.

We are very proud of our staff, students and wider school community. Our staff are highly skilled, and dedicated and provide a personalised approach to all students, who are supported by a team around each child approach. We foster a culture of warmth, care and empathy which is underpinned by our three school principles. Effort, Respect and Ambition (ERA) these are the non-negotiable trademark behaviours that are the expected norm in the classrooms of Woodfield for every single member of the Woodfield community.

We work in partnership with all parents, carers and external agencies and welcome regular two-way communication and feedback.

We are a rapidly improving SEMH specialist setting on an exciting journey. Our goal is to be the very best provision in the country and we will continue to strive for 'excellence in SEMH education' for all our stakeholders.

Nico De Groot - Interim Principal



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Job Description - SEMH Primary Teacher

Woodfield School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Scale: MPS/UPS + SEN1 (with possible TLR for the right candidate)

Responsible to: Interim Principal & Primary Site Lead

Responsible for: Carrying out the duties of a primary teacher as set out in the most recent Teacher's Pay & Conditions Document. Your aim is to be an effective teacher who challenges and supports all our students to do their best and achieve their potential in the ethos of Woodfield School.

Core purpose:

To meet high professional standards in respect of:

- Relationships with children
- Communicating and working with others
- Knowledge and understanding
- Skills to achieve consistent high quality learning and teaching across the School
- Promotion of a love of learning.

General teaching duties:

To plan effective courses and prepare good lessons by:

- Developing Schemes of Work and planning lessons which engage children to implement the School learning and teaching policy
- Matching the design of lessons to the ability of students
- Taking account of the need for progression in students' learning experience.

To teach and manage pupils' learning by:

- Ensuring effective teaching of whole class groups or individuals
- Establishing a purposeful and safe learning environment conducive to learning and identify opportunities for learning in out-of-school contexts
- Setting high expectations of students' behaviour, through good classroom discipline, adherence to School climate for learning policy, focused teaching and productive relationships
- Using teaching methods which take account of different learning styles
- Use skills in literacy, numeracy and ICT to support teaching and wider professional activities.

To ensure students progress and that they meet or exceed their targets by:

- Having high expectations of students, based on a sound knowledge of their prior and potential attainment
- Marking and assessing in line with School policy
- Recording marks efficiently and reporting to parents in line with School policy
- Being clear about the level at which a student is working
- Plan for, organise and direct the work of support staff.

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To manage one's own performance and enhance the working atmosphere and ethos in the School by:

- Applying School policies and practices consistently
- Working as a team member, identifying opportunities for working with colleagues and sharing development of effective practice
- Setting an example to students in work ethic, conduct, dress, punctuality and attendance
- Taking responsibility for one's own professional development, setting objectives for Improvement and keeping up to date in subject expertise and teaching skills
- Maintaining effective working relationships with teaching and support staff.

To support the wider life of the School community and its individuals:

- Work to published timescales for reports, publications and events
- Carry out procedures to satisfy School policy and practice
- Carry out weekly duties.

Other Duties

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.

Safeguarding

Teachers are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the School's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. A copy of the School's Child Protection Procedure can be obtained from the jobholder's line manager.
- ***The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the School's Disciplinary Procedure.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the School's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of the Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the School's Data Protection Policy.

Equality and Diversity

Woodfield School is committed to equality and values diversity. As such the School is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the School to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect and are entitled to expect this in return.

Training and Development

Woodfield School has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.

This job description may subject to review and/ or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

Job Description Reviewed By: Nico DeGroot (March 2023)

Person specification

Educational	• Qualified teacher status. • A record of consistently good teaching either as a PGCE/Teach First or Schools Direct student or as a qualified teacher. • Evidence of commitment to continuing professional development.
Knowledge	• Good knowledge of EYFS, KS1 & KS2. • Sound phonic knowledge. • Understanding of the requirements of good classroom management. • Understanding of the significance of school ethos. • Sound knowledge and understanding of children with additional needs, in particular, SEMH
Skills and Abilities	• Good organisational skills. • Ability to create a safe, stimulating and imaginative learning environment. • Ability to bring learning to life. • Excellent behaviour management strategies. • Ability to communicate well and establish and maintain excellent professional working relationships with children, parents and staff.
Personal characteristics	• The willingness to go the extra mile for children and accept no excuses for underachievement. • Energetic and enthusiastic. • Reflective and evaluative about own practice. • A sense of humour.



SEMH Primary Teacher

Required Summer 2025

An opportunity to join the Woodfield team has arisen for dedicated and motivated individuals with a passion for supporting young people with special educational needs. Woodfield provides specialist SEMH education across Coventry between early years to the end of KS4. Woodfield currently comprises a Primary and Secondary provision on split sites. You would be joining the school at a very exciting time as the school looks forward to joining Sidney Stringer MAT and moving to one site provision on the Woodlands School site. At this point the school will be one of the biggest providers of SEMH provision in the country, with the goal to the very best provision in the country and recognised as such nationally.

How to apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

For further details, an application form, and to apply, please visit our website:

www.woodfieldschool.net

Sarah Mills – Primary Site Lead at smills@woodfieldschool.net

Please return completed application forms to the HR recruitment team-

shands@woodfield.coventry.sch.uk [No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: Sunday 22nd June 2025

Interview date: TBC

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.