

PSHE & RSHE Lead

Job Title: PSHE & RSHE Lead

Location: 3 Dimensions School (Across Both School Sites)

Hours: Full Time, Term Time Only

Contract Type: Permanent

Reporting to: Assistant Headteacher / Headteacher

Job Purpose

The PSHE & RSHE Lead will provide strategic leadership for Personal, Social, Health and Economic Education (PSHE) and Relationships, Sex and Health Education (RSHE) across 3 Dimensions School.

The post holder will be responsible for developing, implementing, monitoring and evaluating a high-quality, ambitious and inclusive PSHE and RSHE curriculum that meets statutory requirements, supports safeguarding priorities and enables pupils to develop the knowledge, skills and understanding needed to lead safe, healthy and fulfilling lives.

Working closely with safeguarding leads, curriculum leaders, therapists and teaching staff, the PSHE & RSHE Lead will ensure all pupils access a developmentally appropriate curriculum that reflects their individual learning needs, EHCP outcomes, Preparation for Adulthood goals and the unique context of a specialist SEND setting.

The role will combine strategic leadership with direct curriculum delivery, staff training, quality assurance and curriculum development.

Key Responsibilities

Strategic Leadership and Curriculum Development

- Lead the strategic development, implementation and evaluation of PSHE and RSHE across the school.
- Ensure RSHE provision reflects statutory guidance, safeguarding requirements and best practice within specialist SEND education.
- Develop and maintain a progressive PSHE and RSHE curriculum from Key Stage 1 through to Key Stage 5.
- Ensure curriculum content supports pupils' personal, social, emotional and Preparation for Adulthood outcomes.

- Monitor emerging local and national priorities and incorporate these into curriculum planning and delivery.
- Ensure PSHE and RSHE provision reflects the school's values, safeguarding culture and trauma-informed approach.
- Champion PSHE and RSHE throughout the school and promote its importance in supporting pupil wellbeing, safety and life outcomes.
- Contribute to whole-school curriculum development and school improvement priorities.

Curriculum Design and Delivery

- Design, implement and regularly review a sequenced, ambitious and accessible PSHE and RSHE curriculum.
- Ensure curriculum pathways meet the needs of pupils with a broad range of special educational needs and disabilities, including Autism, ADHD, SEMH needs, learning disabilities and communication differences.
- Ensure learning is appropriately differentiated and reflects pupils':
 - Developmental stage
 - Cognitive ability
 - Emotional maturity
 - Communication needs
 - Individual EHCP outcomes
- Develop engaging schemes of work, lesson plans, assessment materials and teaching resources.
- Support staff to adapt teaching approaches, resources and assessments appropriately.
- Model effective teaching and deliver high-quality PSHE and RSHE lessons where required.
- Promote inclusive and respectful learning environments that enable pupils to explore sensitive topics safely.

Safeguarding and Pupil Wellbeing

- Work closely with the Designated Safeguarding Lead (DSL) and Deputy DSLs to ensure PSHE and RSHE supports the school's safeguarding strategy.
- Ensure pupils receive age-appropriate and developmentally appropriate education regarding:
 - Healthy relationships
 - Consent and personal boundaries
 - Online safety and digital citizenship
 - Personal safety
 - Mental health and emotional wellbeing
 - Physical health and healthy lifestyles
 - Sexual health and sexual relationships (where appropriate)

- Preparation for adulthood, independence and community participation
- Ensure pupils understand how to recognise unsafe situations and know how to seek support.
- Promote safe, healthy and respectful relationships across the school community.
- Support staff in responding appropriately to safeguarding concerns that may arise through PSHE and RSHE teaching.
- Liaise with safeguarding teams regarding curriculum content that addresses emerging safeguarding risks.
- Ensure PSHE and RSHE teaching supports the prevention of exploitation, abuse, harmful online behaviours, discrimination and other safeguarding concerns.

Quality Assurance, Monitoring and Evaluation

- Develop robust systems to assess pupil progress and engagement within PSHE and RSHE.
- Monitor the quality of teaching and learning through:
 - Lesson observations
 - Learning walks
 - Work scrutiny
 - Planning reviews
 - Pupil voice activities
 - Staff feedback
- Analyse curriculum impact and identify areas for improvement.
- Lead subject self-evaluation and maintain an accurate understanding of strengths and development priorities.
- Produce reports and action plans for senior leaders and governors where required.
- Contribute to whole-school self-evaluation and development planning processes.
- Ensure statutory requirements and school expectations are consistently met.

Staff Development and Support

- Provide professional leadership and guidance for staff delivering PSHE and RSHE.
- Deliver training, coaching and support to improve staff confidence and subject knowledge.
- Develop and maintain high-quality teaching resources and guidance materials.
- Support staff to address sensitive topics confidently and appropriately.
- Promote consistent approaches to PSHE and RSHE delivery across all phases and sites.
- Share current research, best practice and updates in legislation and guidance.

Partnership Working

- Work collaboratively with teachers, therapists, pastoral teams and senior leaders.
- Develop effective partnerships with parents, carers and external professionals.
- Support parental engagement and communication regarding RSHE provision.
- Signpost families to appropriate resources and support services where appropriate.
- Liaise with external agencies to enhance curriculum provision.

Wider School Responsibilities

- Contribute to the wider life of the school.
- Attend relevant meetings, annual reviews and professional development activities.
- Participate in school events, parent information sessions and curriculum evenings.
- Support the promotion of positive wellbeing, inclusion and personal development throughout the school community.
- Undertake any additional duties reasonably requested by the Headteacher consistent with the nature of the role.

Person Specification

Essential Qualifications

- Educated to Level 3 or above in Education, Health, Social Care, Psychology, Youth Work or a related field.
- GCSE English and Mathematics (Grade 4/C or above) or equivalent.
- Evidence of continuing professional development relevant to PSHE, RSHE, safeguarding or SEND.

Essential Experience

- Experience of teaching PSHE and/or RSHE.
- Experience working with children and young people with SEND.
- Experience of curriculum development and leadership.
- Experience supporting staff development and training.
- Experience of monitoring and evaluating teaching and learning.
- Experience contributing to school improvement initiatives.

Essential Knowledge

- Excellent understanding of statutory RSHE requirements.
- Strong knowledge of safeguarding and child protection responsibilities.
- Understanding of SEND, neurodiversity and trauma-informed practice.
- Knowledge of EHCPs and Preparation for Adulthood outcomes.
- Understanding of online safety, healthy relationships and pupil wellbeing.
- Awareness of current and emerging safeguarding risks affecting children and young people.

Essential Skills and Personal Qualities

- Strong leadership and organisational skills.
- Ability to inspire, motivate and support colleagues.
- Excellent communication and interpersonal skills.
- Ability to build positive relationships with pupils, families and professionals.
- High levels of emotional intelligence and professional judgement.
- Ability to manage sensitive and complex issues appropriately.
- Commitment to inclusion, equality and pupil-centred practice.
- Strong planning, assessment and evaluation skills.

Desirable

- Teaching qualification (QTS, PGCE, Cert Ed or equivalent).
- Experience within a specialist SEND school.
- Subject leadership experience.
- Safeguarding qualification or DSL experience.
- Experience delivering staff training.
- Knowledge of ASDAN, Preparation for Adulthood pathways and vocational learning.

Safeguarding Statement

3 Dimensions School is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be expected to share this commitment and uphold the highest standards of safeguarding practice.

This position is subject to an Enhanced DBS check, satisfactory references, online searches and all safer recruitment checks in line with **Keeping Children Safe in Education**.

Why Join 3 Dimensions School?

3 Dimensions School is a thriving specialist setting educating children and young people aged 7-25 across two school sites. We are committed to a holistic, trauma-informed and neurodiversity-affirming approach that enables every pupil to thrive. The PSHE & RSHE Lead will play a pivotal role in shaping the personal development, wellbeing, safety and future success of our pupils, ensuring they leave school with the knowledge, confidence and skills needed for adulthood.