



**Job Title:** Secondary English Teacher

**Reports to:** Assistant Headteacher for Curriculum/ Senior Leadership Team

**Contract:** Full-time/ Permanent/ 40 hours per week/ term-time.

### **Job purpose**

To plan, deliver, and assess high-quality English teaching for pupils across KS3 and KS4 in a SEMH setting, including Functional Skills and IGCSE English. The role will support pupils with social, emotional, and mental health needs to achieve their academic potential and develop functional literacy skills essential for life and future employment.

### **Key task areas and responsibilities**

Deliver engaging and differentiated English lessons for pupils across KS3, KS4, GCSE English, and Functional Skills, using evidence-based strategies suited to SEMH learners.

Plan and implement learning sequences that meet the diverse needs of pupils, including those with SEND and SEMH needs.

Use assessment data to inform planning, track progress, and implement interventions to support pupils who are underperforming.

Promote functional literacy and language skills that are transferable across the curriculum and into everyday life.

Build positive relationships with pupils, promoting emotional regulation, self-esteem, and resilience.

Use restorative approaches and SEMH-informed behaviour strategies to maintain a safe and supportive classroom environment.

Maintain accurate records of pupil attainment, behaviour, and engagement, and provide regular feedback to pupils, parents, and senior leaders.

Participate in curriculum development, ensuring content is relevant, engaging, and appropriately differentiated.

To keep up to date with specified subject area and educational practice.

Maintain regular communication and liaison both informally and in meeting times, ensuring a consistent approach to education and care of students



To meet in full the Professional Standards for Teachers.

### **General duties**

To contribute to and help implement developments that relate to the School Development Plan

To promote, in line with Company policies, the physical, educational and moral development of the students

To devise, implement and review individual education plans, individual behaviour plans and other relevant individual plans in conjunction with other staff

To organise the classroom, its resources, student groupings and displays to provide a stimulating learning situation appropriate for students

Adequately plan to ensure the safety of students, in line with risk assessments, while both on and off site

Collaborate with colleagues to share effective practice, resources, and strategies for supporting SEMH pupils.

Engage in professional development, including training on SEMH, trauma-informed practice, and behaviour management.

Support wider school initiatives and contribute to cross-curricular and enrichment activities as appropriate.

### **Safeguarding**

Operates at all times in accordance with company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations and Behaviour Policies

Report issues and/or incidents relating to staff and students that have arisen in the day promptly to the relevant Line Manager or appropriate person

Ensure that all actions are in the interests of the students and the Company.

To work to and exhibit the values of the Company and maintain standards of behaviour in accordance with Company policies, procedures and practices

To carry out any other reasonable and relevant duties as required.



## **Person Specification**

### **Qualifications & Experience**

Qualified Teacher Status (QTS) or equivalent.

Experience teaching English across KS3 and KS4, including GCSE and Functional Skills.

Experience working in SEMH, PRU, or alternative provision settings is highly desirable.

### **Skills & Attributes**

<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>
Experience of work with autistic spectrum disorders and/or challenging behaviour		✓
Experience of work within an education setting	✓	
Experience of planning, delivering and teaching lessons	✓	
<b>Skills</b>		
Ability to work independently and as part of a team	✓	
Effective communication skills, verbal and written	✓	
Ability to record information accurately	✓	
Good organisational skills	✓	
Ability to deal with complex and challenging behaviour	✓	
Ability to demonstrate empathy	✓	
Good IT skills	✓	
Ability to tailor teaching and learning to the needs of individual students	✓	
Ability to lead and coordinate effectively	✓	
<b>Qualifications &amp; Training</b>		
Relevant Teaching Qualification	✓	
Willingness to work towards further qualifications as required	✓	
Undertake relevant group induction training on commencement	✓	
<b>Other</b>		
Commitment to the values of the Organisation	✓	
Driving licence and access to a car		✓