**Class Teacher – SEND (SEMH)**

**Main Pay Scale M1 – M6 plus £2,679 Annual SEN allowance**

**Full time, term time only**

The Sallygate School is an Independent Special School catering to the unique needs of pupils with SEMH.  Located in the heart of the Alkham Valley, near Dover, the Sallygate School is part of Channels & Choices Therapeutic Community which comprises of several therapeutic residential children’s homes, an independent therapeutic fostering agency and a multi-disciplinary therapy service, including SaLT & OT service.

**Additional Perks, Rewards and Benefits**

* Private Optical, Dental and Audiological cover
* Private Medical care
* Long service awards for 5-, 10- and 15-years’ service
* Regular team building days, parties, meals and more!
* Complimentary health and wellbeing support with our employee assistance programme
* Full Induction training Package

**Job Summary**

The teacher will be responsible for planning and delivering high-quality teaching and learning to children aged 7–16 with a range of social, emotional, and mental health (SEMH) needs, as well as associated special educational needs. This includes whole class teaching, 1:1 or small group tuition, and subject leadership within an agreed curriculum area.

As part of a flexible and responsive team, the postholder will also provide internal cover for other classes when needed, ensuring continuity and a therapeutic, structured environment for all pupils. The teacher will play a key role in supporting children to achieve personal, social and academic success, underpinned by trauma-informed and neurodiverse-aware practice.

**Duties and Responsibilities**

**Teaching and Learning**

* Deliver engaging, differentiated, and well-structured lessons tailored to the individual needs and EHCP outcomes of each pupil.
* Provide personalised support, including 1:1 tuition or small group intervention, to accelerate progress and address gaps in learning.
* Set clear and achievable learning objectives with measurable outcomes, using assessment for learning to inform planning and track progress.
* Contribute to baseline assessments, ILPs (Individual Learning Plans), and summative assessment processes in line with the school's systems.

**Curriculum and Subject Leadership**

* Lead and coordinate a subject area across the school (to be agreed based on experience and expertise), including developing a curriculum overview, medium-term plans, and resources.
* Ensure subject content is adapted to the needs of a neurodiverse and SEMH population, integrating literacy, numeracy and personal development where appropriate.
* Monitor teaching and learning in your subject, support colleagues with planning and delivery, and contribute to the school's development plan.
* Liaise with SLT to identify CPD needs related to the subject area and share good practice across the staff team.

**Cover and Flexibility**

* Provide flexible cover for other classes across the school in the event of staff absence or need, including short-term and occasional long-term cover.
* Maintain consistent routines, expectations and therapeutic relationships when covering classes to ensure stability and continuity.
* Liaise with class teams to understand pupil needs and maintain agreed support strategies when covering lessons.

**Pupil Support and Inclusion**

* Foster positive, therapeutic relationships with pupils, using restorative and relational approaches to manage behaviour and build trust.
* Support pupils to develop independence, resilience and emotional regulation in line with the school's personal development framework.
* Work collaboratively with learning mentors, therapists, support staff and the wider team to implement consistent, child-centred provision.
* Engage with families and carers through regular communication, feedback and structured reporting on progress and achievement.

**Professional Responsibilities**

* Uphold school-wide policies including safeguarding, behaviour, assessment and inclusion.
* Participate in regular CPD and supervision to develop and maintain expertise in SEMH teaching practice.
* Contribute to the wider life of the school including enrichment activities, themed days, and outdoor learning where appropriate.
* Model the school’s values of Respect, Kindness, Resilience and Tolerance in all interactions with pupils, families and colleagues.

**Skills and Experience**

**Essential:**

* Qualified Teacher Status (QTS) or equivalent teaching qualification.
* Proven experience of planning and delivering engaging, inclusive lessons.
* Strong behaviour management grounded in relational and trauma-informed practice.
* Experience or understanding of working with pupils with SEMH, SEND or complex needs.
* Ability to differentiate effectively for a wide range of ability and need within one class.
* Excellent interpersonal and communication skills with both adults and children.
* Organised, adaptable and able to work flexibly across different year groups or settings.

**Desirable:**

* Experience teaching in an SEMH or alternative provision setting.
* Experience delivering 1:1 or small group tuition and implementing academic interventions.
* Experience in subject leadership or curriculum development.
* Training in Team Teach, emotion coaching, attachment-awareness or similar therapeutic models.
* Strong IT skills for planning, assessment and curriculum delivery.

**Person Specification**

**Essential**

* QTS or equivalent
* Recent experience in primary, secondary, or special education
* Experience teaching pupils with SEMH and SEN
* Knowledge of therapeutic and trauma-informed education
* Ability to teach flexibly across key stages
* Strong behaviour management and emotional regulation strategies
* Ability to deliver 1:1 tuition or academic catch-up
* Commitment to inclusive practice and child-centred approaches
* Commitment to professional development
* Enthusiasm, resilience and a solution-focused attitude
* Ability to work collaboratively and supportively in a team
* Ability to adapt curriculum for neurodiverse pupils

**Desirable**

* Ability to lead a subject and support colleagues