



Job Description

Semi Formal Lead

Contract type: Full-time permanent

Reporting to: Headteacher

Location: Serenity School

Job Description

Lead Teacher – Semi-Formal Pathway

Contract Type: Full-time, Permanent

Reporting to: Headteacher

Location: Serenity School

Job Purpose

To lead and develop the Semi-Formal Pathway across the school, ensuring high-quality teaching, learning, and curriculum provision for pupils with complex needs. The Lead Teacher – Semi-Formal Pathway will be responsible for curriculum leadership, supporting staff practice, monitoring pupil progress, and embedding a consistent, person-centred, and developmentally appropriate approach that promotes engagement, independence, and progress.

Key Responsibilities

Strategic Leadership of the Semi-Formal Pathway

- Lead the design, delivery, and ongoing evaluation of the Semi-Formal curriculum, ensuring alignment with pupils' developmental stages and EHCP outcomes.
- Develop a consistent, structured approach to teaching and learning that supports communication, cognition, independence, and life skills.
- Work collaboratively with SLT to embed Semi-Formal practice within whole-school policy, curriculum, and assessment frameworks.
- Ensure high standards of classroom practice through monitoring, coaching, and modelling effective pedagogy.

Teaching, Learning & Pupil Progress

- Teach alongside leading the Semi-Formal Pathway, maintaining a strong classroom presence.
- Support class teams to deliver engaging, multi-sensory, and personalised learning experiences.
- Oversee assessment and tracking systems appropriate to Semi-Formal learners, monitoring progress against EHCP targets.
- Use data and professional judgement to inform curriculum development and intervention planning.

Staff Support, Coaching & Development

- Provide coaching, mentoring, and modelling to teachers and support staff working within the Semi-Formal Pathway.
- Support staff understanding of SEND-specific pedagogy, including communication-first approaches and differentiated planning.
- Lead professional discussions and contribute to training linked to Semi-Formal provision and SEND best practice.

Family & Multi-Agency Working

- Work in partnership with parents/carers to support pupil progress and consistency between home and school.
- Contribute to EHCP reviews, annual reviews, and multi-agency meetings as required.
- Liaise with external professionals including therapists, educational psychologists, and advisory services.

Safeguarding, Compliance & Quality Assurance

- Maintain accurate records of pupil progress, planning, and pathway development.
- Ensure all practice within the Semi-Formal Pathway adheres to safeguarding, GDPR, health and safety, and school policies.
- Promote a safe, inclusive, and nurturing learning environment.

General Duties

- Participate fully in appraisal, INSET, and professional development activities.
- Contribute to the wider life of the school, including transitions, enrichment, and community events.
- Undertake other reasonable duties as directed by the Headteacher or Senior Leadership Team.

Person Specification (Summary)

Essential:

- Qualified Teacher Status (QTS) or equivalent
- Experience teaching pupils with SEND, including complex learning needs
- Strong understanding of Semi-Formal or developmentally appropriate curricula
- Experience leading practice or supporting colleagues
- Ability to assess, track, and evidence progress for pupils working below age-related expectations
- Excellent communication and interpersonal skills

Desirable:

- Leadership experience within a SEN setting
 - Experience of curriculum development for Semi-Formal learners
 - Training in communication approaches (e.g. AAC, PECS, Makaton)
 - DSL qualification or willingness to train
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EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment. All employees are expected to understand and promote equality and diversity in the course of their work.

SAFEGUARDING CHILDREN

Serenity School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and uphold all relevant procedures.

I have read the Job Description and agree to all the terms and conditions set out. I also agree to comply with all School Policies, Child Protection and Health and Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Team.

Name:

Signature:

Date:	
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