

**Job Title:** Secondary Teacher (SEMH)  
**Grade:** Teacher MPS / UPR plus SEN point



### **Main responsibilities:**

- To work in the KS3/4 Hub Provision within Altus School, a local authority maintained alternative provision school
- To teach flexibly across the curriculum, supporting to make both academic and social/emotional progress
- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

### **Key Duties:**

- Plan and teach lessons to assigned students on a 1:1 or small group basis, supporting their preparation and readiness for external accreditation where appropriate
- To support students' social and emotional development through the role as tutor, including teaching PSHE, supporting and encouraging disaffected students to engage with education, building effective relationships with parents/carers.
- Adapt teaching to respond to the strengths and needs of students, working as part of a team to deliver a varied and relevant curriculum with a strong focus on functional skills and vocational, outdoor learning opportunities.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment
- Liaise with schools and other professionals to develop plans for all students, taking account of learning and pastoral needs including safeguarding
- To contribute to casework related to the pupil's wider needs, including writing My Plans/My Plans+ or attending multi-agency meetings as reasonably required
- To maintain subject expertise by attending agreed inset and professional development events and seeking opportunities for professional and personal development
- To implement, and adhere to Altus School policies and procedures and to contribute to the school self-evaluation process and development plans
- To maintain records of teaching, assessment and learning outcomes including pupil progress tracking procedures
- To prepare students for internal and external examinations
- To write reports for parents/carers informing them of student progress and leading RESET meetings with students and parents/carers
- To assist with relevant break and lunchtime time supervision
- To demonstrate the highest professional standards in all aspects of work, at all times respecting professional boundaries and the confidentiality of all stakeholders
- To undertake any other reasonable duties requested by the senior leadership

## **The ideal candidate will have...**

### **Experience**

- A proven track-record of effective teaching across a range of subjects
- Experience of working with vulnerable groups including SEND students or those with challenging behaviour
- Desirable: experience of delivering outdoor or active learning in the community

### **Knowledge, Skills and Understanding Essential**

- Knowledge and understanding of students' barriers to learning
- Skills in working in a trauma informed, relational and restorative way with young people
- Knowledge and understanding of safeguarding and child protection issues

### **Desirable**

- Knowledge and understanding of SEN and effective mentoring

**Special Conditions:** Enhanced DBS check

### **Behavioural attributes**

- Demonstrates flexibility and can embrace change
- Works collaboratively within a multi-disciplinary team
- Is able to work independently and manage own time effectively and efficiently
- Is committed to learning and professional development
- Respects confidentiality and professional boundaries
- Patient and calm, demonstrating unconditional positive regard for children.

### **Education & Qualifications Essential**

- Qualified Teacher Status

### **Desirable**

- Qualification / experience within SEND discipline