

# Ashurst Primary School



## SEMH Teacher - Job Description

<b>Post title:</b>	SEMH Teacher
<b>School:</b>	Ashurst Primary School
<b>Pay Range:</b>	M1 to UPS + SEN Allowance
<b>Line manager:</b>	Headteacher and SENCO
<b>Supervisory responsibilities:</b>	SEMH Teaching Assistants, all other Teaching Assistants and 1:1 Learning Support Assistants

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### Main purpose of the job

- To work with children with social, emotional and mental health (SEMH) needs and the resultant behavioural difficulties and self-regulation needs, in order to help them overcome the difficulties they are experiencing in their education.
  - To raise standards of SEMH learners' achievements using a range of teaching strategies, in line with the school's policies and procedures.
  - To take responsibility for the day-to-day operation of the provision made by the school with social, emotional and mental health (SEMH) needs; and responsibility as the teacher of the SEMH Provision at Ashurst Primary School.
  - In collaboration with the Senior Leadership Team and SENCO, establish the ethos of the SEMH Provision and work with other members of staff employed within the SEMH Provision to maintain high standards and ensuring consistency.
  - To hold high aspirations for all children and ensure that all learners needs are met in line with the statutory requirements of the National Curriculum, as appropriate.
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### Duties and responsibilities

- Promote the inclusion of all pupils, ensuring they have equal opportunities to learn and develop.
- Provide guidance in the area of SEMH to secure high-quality teaching and learning, deploying appropriate strategies and effective use of resources to bring about improved standards of achievement of all pupils.
- To plan, deliver and implement effective individual educational and positive behaviour plans or relational plans to ensure all children maximise learning opportunities to reach their potential.
- Observe and monitor the pupil's performance (attainment and progress) and behaviour; and contribute to detailed and confidential records in order to plan next steps for learning, behaviours and attitudes.
- To communicate with staff, parents/carers and other professionals regarding the learning needs of pupils who have SEMH concerns.
- Liaise and network with other staff members employed in SEMH Provision– and SENCO and class teachers within Ashurst Primary School - to ensure a consistency of approach to meeting children's needs and supporting seamless transition.
- Develop a safe, stimulating and purposeful classroom and outdoor learning environment.

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- To line manage the planning and direction of the work of teaching assistants within the base. To provide information, advice and model strategies to other teachers and teaching assistants in relation to behaviour management and effectively meeting pupils' individual needs.
- Manage and lead behaviour in SEMH Provision, the playground at break times and lunchtime, and through leading play activities with those children.
- Undertake statutory activities and meetings, such as EHCP Annual Review, and carry out meet and greet, develop detailed transition, gather information and formulate successful integration plans.
- Establish short, medium and long-term plans for the development and resourcing of the SEMH Provision.
- Monitor the progress made in achieving plans and targets, and evaluate the impact on teaching and learning, behaviour and attitudes whilst developing children's resilience.
- Support and challenge all members of staff across the school to recognise and fulfil their statutory responsibilities to students with SEMH; provide guidance on a choice of appropriate teaching and learning methods; and implement behaviour and learning targets.
- Promote the successful integration / inclusion of children with SEMH needs into the mainstream setting wherever appropriate; and support the strategies and approaches for individuals and group of pupils in the classroom.
- Disseminate good practice relating to SEMH through staff training (including INSET), modelling, coaching and mentoring – for staff at our school and beyond.
- Support individual pupils using a range of de-escalation skills and, where necessary, physical interventions in school and during class visits (following training). Ensure the effective recording of such physical interventions is used to identify triggers and patterns of behaviour, to support appropriate behaviour management strategies subsequently.
- Enable staff in school to meet the SEMH needs of the children in their classes, facilitating inclusion through an in-reach approach.
- To be responsible for promoting and safeguarding the welfare of children and young people within the school adhering to school policies and procedures.

*This job description is not your contract of employment. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document must not be altered once it has been signed but it will be reviewed annually as part of the appraisal process or as appropriate.*