
The Cedars Primary School

Job Description

KS3 Teacher

Grade: Main Scale + SEN 1

Responsible to: Headteacher

Main purpose of the job

To teach and support small classes of pupils (typically 8–9) with social, emotional and mental health needs, many of whom are also neurodivergent, within a structured, relational and supportive environment.

To create a learning environment where pupils feel safe, ready, respected, responsible and proud, enabling them to re-engage with learning, develop emotional regulation, and make meaningful academic and personal progress.

To undertake the professional duties of a teacher in line with the School Teachers' Pay and Conditions Document, adapted to meet the needs of a specialist SEMH setting.

Main responsibilities and tasks

Teaching and Learning

Plan and deliver a personalised and engaging curriculum that meets a wide range of needs and starting points

Adapt teaching to respond to pupils' emotional regulation, readiness to learn and individual profiles

Promote both academic progress and social-emotional development, recognising the importance of both

Use assessment effectively to inform planning, track progress, and contribute to EHCP outcomes

Classroom Environment and Relationships

Create a safe, consistent and predictable learning environment in line with the school's values: being safe, ready, respectful, responsible and taking pride.

Build strong, trusting and consistent relationships with pupils, recognising behaviour as communication

Use relational and de-escalation strategies to support engagement and emotional regulation

Maintain high expectations alongside empathy, patience and understanding
Pastoral and Emotional Support

Contribute to pupils' social, emotional and mental health development through daily practice

Support pupils to develop self-regulation, resilience and independence

Work closely with pastoral colleagues to implement individual support strategies
Working with Families and Professionals

Build positive and professional relationships with parents and carers

Contribute to meetings, reports and reviews, including EHCP annual reviews

Liaise with external agencies where appropriate, as part of a joined-up approach to support

Team Working

Work collaboratively with the Teaching Staff Team and Teaching Assistants, providing clear direction and shared expectations

Contribute to a supportive staff culture, sharing practice and working closely as a team

Participate in staff meetings, training and ongoing professional development

Curriculum and School Development

Take responsibility for a subject or area of development (to be agreed)

Contribute to curriculum development to support the growth of Key Stage 3 provision

Safeguarding and Behaviour

Ensure the safety and wellbeing of all pupils at all times

Follow and implement the school's relational behaviour policy consistently

Participate in relational & behaviour training, including positive handling where required, to ensure the safety of pupils and staff

General

Undertake duties in line with school policies and procedures

Maintain awareness of current developments in SEMH, SEND and inclusive education

Carry out any other reasonable duties as directed by the Headteacher