

Job Title- Lead Teacher – SEND / SEMH Unit (The Nest)

Purpose of the Role

To lead and develop *The Nest*, the school's specialist SEMH provision, ensuring pupils receive a high-quality, personalised education that supports their emotional, social and academic development. The postholder will establish and embed effective systems, curriculum provision and practice while providing professional leadership to staff working within the unit and promoting inclusion across the wider school.

Key Responsibilities

Strategic Leadership and Provision Development

- Establish a positive, nurturing and ambitious culture within the unit.
- Contribute to the development of the vision, ethos and strategic direction of the provision.
- Develop and embed effective systems, routines and processes that support high-quality outcomes for pupils.
- Regularly evaluate the effectiveness of the provision and contribute to its ongoing improvement.
- Help establish a SEND provision of which the whole school community can be proud.
- Share expertise and champion inclusive practice across the wider school.

Teaching and Learning

- Deliver engaging, adaptive and trauma-informed teaching.
- Develop personalised learning pathways that reflect pupils' EHCP outcomes, individual needs and aspirations.
- Plan and oversee a broad, balanced and meaningful curriculum.
- Ensure learning is tailored to pupils' strengths, needs and next steps.
- Support pupils to develop emotionally, socially and academically.
- Establish effective systems for assessment, monitoring and reviewing progress.
- Maintain high expectations and promote positive outcomes for all pupils.

Inclusion and Mainstream Integration

- Plan successful and purposeful opportunities for pupils to access mainstream learning and experiences.
- Support pupils to develop confidence, resilience, independence and a positive sense of belonging.
- Promote inclusion and meaningful participation within the wider school community.

- Facilitate successful transitions between specialist and mainstream provision where appropriate.

Leadership and Management

- Lead, support and develop the dedicated team working within the unit.
- Provide guidance, direction and professional support to support staff.
- Work closely with the Headteacher, SENCo and wider teaching team.
- Contribute to staff development and the sharing of effective SEND and SEMH practice across the school.

Partnership Working

- Build trusting and positive relationships with parents and carers.
- Work collaboratively with external professionals and multi-agency partners.
- Ensure effective communication regarding pupils' progress, needs and provision.
- Contribute to annual review processes and meetings relating to pupils' EHCPs

Person Specification

Qualifications

Essential

- Qualified Teacher Status (QTS).

Desirable

- SEND qualification.
- Leadership qualification.

Experience

Essential

- Substantial experience of working with pupils with SEND, particularly SEMH needs.
- Experience of working with EHCPs and personalised provision.
- Experience of developing and delivering effective teaching and learning for pupils with additional needs.
- Experience of working collaboratively with families and external professionals.

Desirable

- Experience of working within a specialist setting, resource base or established SEMH provision.
- Experience of leading or developing SEND provision.
- Knowledge of Hertfordshire SEND services.

Knowledge and Understanding

Essential

- Strong understanding of SEMH needs and inclusive practice.
- Understanding of relational and trauma-informed approaches.
- Knowledge of strategies to support emotional regulation, behaviour and engagement.
- Understanding of assessment, monitoring and reviewing progress for pupils with SEND.
- Knowledge of safeguarding responsibilities and inclusive educational practice.
- Understanding that behaviour is often a form of communication and that positive relationships are fundamental to learning.

Skills and Abilities

Essential

- Excellent classroom practitioner with high expectations for all pupils.
- Ability to develop positive relationships with children, families and colleagues.
- Ability to lead, inspire and develop support staff.
- Strong communication and interpersonal skills.
- Ability to work collaboratively as part of a wider team.
- Strong organisational, planning and problem-solving skills.
- Ability to balance warmth, nurture and support with high expectations and ambition for pupils.
- Confidence in working alongside families, colleagues and external agencies to secure positive outcomes for children.

Personal Qualities

Essential

- Patient, consistent and emotionally intelligent.
- Resilient and adaptable.
- Reflective and solution-focused.
- Creative, energetic and enthusiastic.
- Passionate about enabling children with SEND to succeed.
- Committed to inclusion and the development of the whole child.
- Believes strongly in every child's capacity to achieve and succeed.
- Excited by the opportunity to develop and shape a new provision from its inception.

- Committed to contributing not only to the success of the unit, but also to the inclusive culture of the whole school.