

Pastoral and Classroom Support – SEND / SEMH
Fulcrum Education | Independent Specialist Secondary School

Job Title: Pastoral and Classroom Support – SEND / SEMH
Salary: NJC (Scale 3 £25,614) + SEND allowance
Contract: Permanent, subject to satisfactory pre-employment checks
Working Pattern: Full-time
Primary Location: Fulcrum Education
Additional Locations: Invested Education and Riverstone Academy

About Fulcrum Education

Fulcrum Education is an independent specialist secondary school supporting young people aged 11–16 with special educational needs and disabilities (SEND), including social, emotional and mental health (SEMH) needs.

We provide a nurturing, structured and supportive learning environment where pupils can develop academically, socially and emotionally. Our approach focuses on positive relationships, personalised learning, emotional regulation and helping every pupil achieve their individual potential.

The Role

We are seeking a compassionate, resilient and adaptable member of staff to provide classroom and pastoral support at Fulcrum Education.

The successful candidate will support pupils with learning, engagement, emotional regulation, attendance and wellbeing, working alongside teachers and school leaders.

This is a combined classroom and pastoral support position, involving one-to-one and small-group assistance, learning interventions, mentoring and support during the school day.

The postholder will implement agreed learning, behaviour and pastoral strategies, contribute to accurate pupil records and help pupils overcome barriers to education.

This role would suit someone with experience in SEND, SEMH, education, alternative provision, youth work or pastoral care who can develop positive, professional relationships with young people.

The successful candidate will primarily be based at Fulcrum Education but may also be required to work at Invested Education or Riverstone Academy when reasonably necessary.

Key Responsibilities

Classroom and Learning Support

- Support teachers in delivering accessible, engaging learning activities and preparing appropriate resources.
- Provide individual and small-group support, under the direction of teachers and school leaders.
- Implement reasonable adjustments and individual support strategies for pupils with SEND, SEMH and EHCP needs.
- Observe and record pupil engagement and progress, sharing relevant information with teaching staff.
- Support pupils to develop literacy, numeracy, communication, independence and effective learning habits.
- Assist pupils during transitions, practical activities and periods of difficulty accessing learning.
- Help maintain a calm, inclusive learning environment and encourage positive participation.

Pastoral Support, Safeguarding and Behaviour

- Build trusting, professional relationships and provide day-to-day pastoral support to pupils.
- Recognise safeguarding concerns, report them promptly to the DSL and follow school procedures.
- Maintain accurate, factual records of pastoral, safeguarding and behaviour concerns using the school's designated systems.
- Support pupils to use emotional regulation strategies, positive routines and agreed behaviour support plans.
- Assist pupils experiencing heightened distress using approved de-escalation strategies and seek senior support when needed.
- Use physical intervention only where lawful, necessary and proportionate, in accordance with school policy and training received.
- Support attendance, reintegration, restorative conversations and individual pastoral interventions while maintaining confidentiality and professional boundaries.

Wider School Responsibilities

- Contribute to the wider pastoral, safeguarding and educational life of the school.
- Support pupils during breaktimes, lunchtimes, educational visits, transitions and enrichment activities as reasonably required.
- Attend staff meetings, safeguarding briefings, training and relevant professional development.
- Work collaboratively with teachers, the SENCo, DSL, parents/carers and external professionals as appropriate.
- Undertake appropriate classroom and pastoral support duties across Fulcrum Education, Invested Education and Riverstone Academy when reasonably required.

Person Specification	
A good standard of education, including English and mathematics.	Experience in a specialist SEND/SEMH school or alternative provision.
Experience supporting children or young people in education, care, youth work or a similar setting.	Experience supporting pupils with autism, ADHD or communication needs.
Ability to build positive, professional relationships with young people.	Experience of one-to-one support, small-group interventions or mentoring.
Ability to support learning under teacher direction and adapt to individual needs.	Knowledge of EHCPs and individual support or behaviour plans.
Calm, patient and consistent approach to emotional and behavioural challenges.	Understanding of trauma-informed practice and emotional regulation.
Strong communication, teamwork and record-keeping skills.	Training in de-escalation, therapeutic approaches or positive behaviour support.
Commitment to safeguarding, confidentiality and professional boundaries.	Relevant qualification in supporting teaching and learning, SEND, youth work or pastoral care.
Willingness to undertake training and work across the three schools when reasonably required.	Experience supporting attendance, reintegration and restorative practice.

What We Offer

- The opportunity to make a meaningful difference to young people with additional needs.
- A varied role combining classroom learning support and pastoral care.
- Small class sizes and a personalised approach to education.
- A supportive and collaborative working environment.
- Opportunities for professional development and specialist SEND/SEMH training.
- Support from experienced teachers, school leaders and SEND professionals.
- Opportunities to develop specialist classroom support, mentoring and SEND/SEMH practice.
- Opportunities to share expertise and gain experience across three specialist education settings.

Multi-Site Working Arrangements

The successful candidate will have Fulcrum Education as their normal and primary place of work. The role includes flexibility to undertake appropriate classroom and pastoral support duties at Invested Education and Riverstone Academy when reasonably required, subject to appropriate notice and contractual arrangements.

Duties at other school sites will be appropriate to the employee's skills, experience, training and professional competence.

Safeguarding Statement

Fulcrum Education, Invested Education and Riverstone Academy are committed to safeguarding and promoting the welfare of children and young people.

The successful applicant will be required to undergo appropriate safer recruitment checks, including an enhanced DBS check with children's barred list information, satisfactory references, verification of qualifications where applicable, and all other relevant pre-employment checks.

Appointments will be made in accordance with the school's safeguarding and safer recruitment procedures.

How to Apply

Please complete our application form and submit it to info@fulcrumed.co.uk

Closing Date: 12th November 2026

Interview Date: w/b 16th November 2026

Start Date: To be agreed with the successful candidate

Fulcrum Education is committed to promoting equality, diversity and inclusion and welcomes applications from suitably qualified and experienced individuals from all backgrounds.