

Qualified Teacher – SEND / SEMH

Fulcrum Education | Independent Specialist Secondary School

Job Title: Qualified Teacher – SEND / SEMH

Salary: Main/Upper Pay Scale (dependent on experience) & 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 an enthusiastic, resilient and adaptable Qualified Teacher to join our teaching team at Fulcrum Education.

The successful candidate will plan, deliver and assess high-quality lessons across curriculum areas appropriate to their knowledge, qualifications and experience, adapting teaching to meet the needs of pupils with SEND and SEMH.

The successful candidate will take responsibility for pupils' academic progress, curriculum access, assessment and achievement, maintaining high expectations within a positive and inclusive learning environment.

The role involves independent classroom teaching, curriculum planning, assessment, effective use of classroom support staff and collaboration with colleagues and school leaders.

This position would suit a qualified teacher committed to inclusive education, SEND/SEMH practice and helping young people achieve their potential.

Qualified Teacher Status (QTS) is essential. Applicants should demonstrate effective classroom teaching, assessment and the ability to adapt teaching across appropriate curriculum areas.

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

Teaching and Learning

- Plan, prepare and deliver well-sequenced, engaging and appropriately adapted lessons across curriculum areas appropriate to the postholder's knowledge and experience.
- Lead teaching and learning independently and deploy classroom support staff effectively.
- Adapt teaching and learning to meet pupils' individual SEND, SEMH and EHCP needs.
- Assess, monitor and record pupil progress, providing feedback to support further learning.
- Develop pupils' literacy, numeracy, communication and wider learning skills through appropriate curriculum teaching.
- Take responsibility for curriculum planning, assessment, reporting and the preparation of teaching resources in assigned teaching areas.
- Maintain a positive and inclusive learning environment with high expectations for pupil engagement and achievement.

Safeguarding and Behaviour

- Promote and safeguard the welfare of all pupils.
- Recognise and respond appropriately to safeguarding concerns in accordance with school procedures.
- Maintain accurate records of safeguarding and behaviour concerns using the school's designated reporting systems.
- Follow the school's positive behaviour and emotional regulation procedures.
- Support pupils during periods of heightened emotional distress using approved de-escalation strategies.
- Use physical intervention only where lawful, necessary and proportionate, in accordance with school policy and the training received.
- Maintain appropriate professional boundaries and confidentiality.

Wider School Responsibilities

- Contribute to the wider educational life of the school.
- Support breaktimes, lunchtimes, educational visits and enrichment activities as reasonably required.
- Attend staff meetings, training and professional development activities.
- Work collaboratively with colleagues to maintain consistent expectations and support strategies.
- Undertake appropriate duties across Fulcrum Education, Invested Education and Riverstone Academy when reasonably required.

Person Specification	
Essential	Desirable
Qualified Teacher Status (QTS) and a recognised teaching qualification.	Experience contributing to EHCP outcomes, individual learning plans or behaviour support plans.
Experience planning, teaching and assessing lessons in a school or comparable educational setting.	Experience teaching in an independent specialist school or alternative provision.
Strong understanding of adaptive teaching and commitment to supporting pupils with SEND and SEMH needs.	Experience supporting pupils with autism, ADHD, communication difficulties or complex emotional needs.
Effective classroom management, assessment and communication skills.	Understanding of trauma-informed practice, therapeutic approaches and positive behaviour support.
Ability to build positive, professional relationships with young people and work with families and professionals.	Experience coordinating EHCP targets, pupil progress reviews or targeted interventions.
Confidence supporting pupils experiencing emotional or behavioural difficulties.	Experience leading curriculum development or mentoring colleagues.
A flexible and adaptable approach to teaching across appropriate curriculum areas and meeting diverse SEND/SEMH needs.	Training in therapeutic crisis intervention, de-escalation or emotional regulation strategies.
Ability to lead learning independently and work collaboratively within a multidisciplinary team.	
Commitment to safeguarding and promoting the welfare of children.	
Willingness to undertake relevant training and continuing professional development.	
Flexibility to work across the three school settings when reasonably required.	
Ability to remain calm, patient and professional in challenging situations.	

What We Offer

- The opportunity to make a meaningful difference to young people with additional needs.
- A varied qualified teaching role with opportunities to teach across appropriate curriculum areas.
- 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 curriculum leadership and specialist SEND/SEMH teaching 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 teaching duties at Invested Education and Riverstone Academy when reasonably required, subject to appropriate notice, operational needs and the employee's 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.

