Unqualified Teacher – Classroom & Pastoral Support (SEND / SEMH)
Fulcrum Education | Independent Specialist Secondary School

Job Title: Unqualified Teacher – Classroom & Pastoral Support
Salary: Unqualified 3 & 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 individual to join our team in a combined Unqualified Teacher, Classroom Support and Pastoral Support role.

This is a varied position involving the delivery of lessons, supporting teaching and learning within the classroom, and providing pastoral support to pupils with a range of additional needs.

The successful candidate will be expected to take an active role in supporting pupils' academic progress, emotional wellbeing, behaviour and personal development.

The role will involve a combination of independent teaching, supporting qualified teachers, working with individual pupils or small groups, and providing pastoral interventions to help pupils overcome barriers to learning.

This position would suit someone with experience in education, alternative provision, youth work, pastoral care or supporting young people with SEND who is passionate about making a positive difference.

Qualified Teacher Status (QTS) is not required, although previous teaching, classroom or pastoral experience would be advantageous.
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 engaging, appropriately differentiated lessons across curriculum areas suited to the postholder's skills and experience.
- Deliver learning activities independently or under the direction of qualified teachers and school leaders.
- 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.
- Support the development of pupils' literacy, numeracy, communication and wider learning skills.
- Contribute to curriculum planning, assessment and the preparation of teaching resources.
- Maintain a positive and inclusive learning environment with high expectations for pupil engagement and achievement.

Classroom Support

- Work alongside teachers and support staff to facilitate effective teaching and learning.
- Provide individual and small-group support for pupils who require additional assistance.
- Support pupils to access learning activities, remain engaged and achieve individual learning objectives.
- Implement differentiated resources, reasonable adjustments and individual support strategies.
- Assist with classroom organisation, preparation of resources and supervision of learning activities.
- Support pupils during transitions between lessons and activities.
- Promote positive behaviour, independence, confidence and effective learning habits.

Pastoral Support and Emotional Wellbeing

- Develop positive, professional and trusting relationships with pupils.
- Provide pastoral support to pupils experiencing emotional, social or behavioural difficulties.
- Support pupils in developing emotional regulation, resilience, self-esteem and positive relationships.
- Deliver individual or small-group pastoral interventions as directed by school leaders.
- Help pupils identify triggers, develop coping strategies and manage challenging situations.
- Support pupils experiencing difficulties with attendance, engagement or reintegration into education.
- Assist with the implementation of individual behaviour support plans, risk assessments and emotional regulation strategies.
- Provide appropriate support following behavioural incidents, including restorative conversations and reintegration into learning.
- Work collaboratively with the SENCo, DSL, pastoral staff and external professionals to address barriers to learning.
- Contribute to pupil reviews, EHCP outcomes and individual support plans.

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, behaviour and pastoral 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 pastoral and 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
A good standard of education, including English and mathematics.	Experience contributing to EHCP outcomes, individual learning plans or behaviour support plans.
Experience working with children or young people in an educational, pastoral, youth work, care or similar setting.	Experience delivering lessons or leading learning activities.
A genuine interest in teaching and supporting pupils with additional needs.	Experience supporting pupils with autism, ADHD, communication difficulties or complex emotional needs.
Strong communication, organisation and interpersonal skills.	Understanding of trauma-informed practice, therapeutic approaches and positive behaviour support.
The ability to build positive, professional relationships with young people.	Experience contributing to EHCP outcomes, individual learning plans or behaviour support plans.
Confidence in supporting pupils experiencing emotional or behavioural difficulties.	Relevant qualifications in education, teaching, youth work, pastoral care or SEND.
A flexible and adaptable approach to teaching, classroom support and pastoral responsibilities.	Training in therapeutic crisis intervention, de-escalation or emotional regulation strategies.

The ability to work independently and collaboratively as part of a multidisciplinary team.	
A commitment to safeguarding and promoting the welfare of children.	
A willingness to undertake relevant training and professional development.	
Flexibility to work across the three school settings when reasonably required.	
The 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 role combining teaching, classroom support and pastoral responsibilities.
- 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 teaching and pastoral skills and progress professionally.
- 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 teaching, classroom support and pastoral 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.