



## **Job Description and Person Specification: PSHE Teacher**

**Contract:** Full Time, 40 Hours a Week

**Salary Range:** (depending on experience)

**Reporting to:** Deputy Headteacher

**Location:** Dovecote School

## **Purpose of the Role**

The purpose of the PSHE Teacher role is to deliver high-quality, inclusive PSHE education that supports pupils' emotional wellbeing, personal development, and ability to build safe, healthy relationships. Working within a therapeutic and trauma-informed framework, the PSHE Teacher will create a safe and supportive learning environment where pupils feel respected, heard, and able to engage with sensitive topics at their own pace.

The PSHE Teacher will plan and deliver a relevant, well-sequenced curriculum that reflects the needs of pupils with autism and social, emotional, and mental health needs, helping them to develop self-awareness, emotional regulation, resilience, and understanding of risk, safety, and personal boundaries. The role requires close collaboration with colleagues, families, and professionals, and a strong commitment to safeguarding and inclusive practice.

## **Key Responsibilities**

- **Plan and deliver PSHE lessons**  
Deliver engaging, age-appropriate PSHE lessons that support pupils' emotional wellbeing, relationships, safety, and personal development.
- **Create a safe and supportive learning environment**  
Establish a calm, respectful space where pupils feel emotionally safe to explore sensitive topics and express themselves appropriately.



- **Adapt teaching to individual needs**  
Differentiate PSHE content and approaches in line with EHCPs, emotional readiness, and communication needs.
- **Promote emotional regulation and positive behaviour**  
Use therapeutic and trauma-informed strategies to support regulation, resilience, and respectful interactions.
- **Monitor and support pupil progress**  
Assess progress through observation, discussion, and reflection, using this to inform planning and next steps.
- **Work collaboratively with others**  
Liaise with support staff, therapists, and colleagues to ensure consistent messages around wellbeing, relationships, and safeguarding.

## Wider School Contribution

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- Support positive student relationships and uphold school values and expectations.
- Participate in staff meetings, training, and CPD to maintain high standards of professional practice.
- Assist in supervision duties (breaks, lunch, transitions) and other operational responsibilities as required.

### Safeguarding and Well-Being:

- Ensure the school's safeguarding policies and procedures are always followed.
- Report any concerns regarding student welfare promptly to the Designated Safeguarding Lead.
- Promote a safe and caring environment for all students and staff.



### **Supporting the School:**

- Act as a role model for professional conduct and uphold the school's ethos.
- Foster positive relationships with parents, carers, and external agencies.
- Contribute to the wider life of the school, including extracurricular activities and events.
- Participate in relevant training, staff meetings, and professional development.

### **Practice**

- Ensure that all students, adults, and visitors are treated with dignity and respect, in an environment which reflects the importance of and their right to be treated as valuable worthwhile individuals.
- Ensure every step necessary to ensure that students are protected from neglect, abuse, and exploitation.
- Maintain strict confidentiality.
- Report any safeguarding concerns to the Designated Safeguarding Lead/Head Teacher.

### **Continuous Professional Development**

- Assume responsibility for your own professional and personal development.
- Maintain a high level of competence to deliver the organisation's requirements.
- Ensure a robust and thorough working knowledge of fire regulations, H&S, children's safeguarding and all relevant regulatory and legal requirements impacting the organisation and services.
- Attend and participate in supervision
- Undertake relevant mandatory training.

### **Additional Responsibilities**

The above job description forms part of your main terms and conditions of employment, although it does not include or define all tasks. The Company reserves the right to vary duties and responsibilities at any time.

### **Equal Opportunities**



Dovecote School supports Equal Opportunities in employment and opposes all forms of unlawful discrimination on all grounds. You are expected to always comply with the Companies' EO Policy and Guide to Equality documents.

## Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>	Degree-level qualification or QTS/QTLS  GCSE English and Maths (Grade C/4 or above)	Degree-level qualification or QTS/QTLS
<b>Experience</b>	Proven experience working with children or young people in an educational setting; experience delivering lessons or interventions	Experience in a special school, PRU, or SEMH setting; experience in coordinating cover or timetabling
<b>Knowledge and Skills</b>	Understanding of effective teaching and learning strategies; confident classroom management skills; excellent communication and organisation; ability to adapt quickly across subjects and age ranges	Knowledge of therapeutic, trauma-informed, or inclusive practices; understanding of SEMH and SEND needs
<b>Personal Qualities</b>	Reliable, flexible, and proactive; calm and confident under pressure; strong	Positive role model who contributes to a supportive and collaborative school



	interpersonal skills; team-oriented; committed to safeguarding and promoting the welfare of children	culture
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