**Job Specification**

**Job title: Teacher (with Subject Leadership Responsibility)**

**Location:** Cambian Great Dunmow School  
**Salary:** Up to £42,000 dependent on experience  
**Reports to:** Headteacher  
**Contract:** Full-time, Permanent (part-time may be considered)

**About Cambian Great Dunmow School**

Cambian Great Dunmow School is an independent specialist provision for students aged 11–19 with Social, Emotional and Mental Health (SEMH) needs. Our mission is to provide a safe, nurturing, and aspirational environment where every young person is supported to thrive personally, socially, and academically.

We are on an exciting journey of improvement and transformation, with a clear focus on high-quality teaching, strong relationships, and a purposeful curriculum. If you are enthusiastic, reflective, and driven by the belief that every young person deserves the chance to succeed—regardless of their starting point—this is a great opportunity to join a supportive and ambitious team making a real difference.

**Job Description**

To deliver high-quality teaching and learning to pupils with SEMH needs, ensuring that every young person makes sustained academic and personal progress. The postholder will also take lead responsibility for the planning, development, and quality assurance of at least one subject or curriculum area across the school.

**Key Responsibilities**

**Teaching and Learning**

* Plan and deliver engaging, personalised lessons that meet the needs of pupils with SEMH profiles.
* Maintain high expectations of learning and behaviour, underpinned by trauma-informed, relational practice.
* Monitor and assess pupil progress regularly using baseline, formative, and summative methods.
* Work collaboratively with TAs, therapists, and other professionals to ensure a holistic approach to pupil development.
* Contribute to a calm, structured, and safe classroom environment.

**Curriculum Leadership**

* Take strategic and operational responsibility for at least one curriculum area.
* Develop and maintain a coherent, well-sequenced curriculum plan that reflects national curriculum expectations where appropriate and meets the needs of SEMH learners.
* Lead on curriculum development, resource selection, and subject-specific CPD for staff as needed.
* Monitor the quality of teaching and learning in the subject area and support colleagues to improve practice.
* Contribute to subject-specific policies, schemes of work, and reporting for internal and external stakeholders.

**Pastoral and Safeguarding**

* Be a key adult for a group of pupils, offering consistent relational support.
* Maintain accurate pastoral records, contribute to behaviour plans and EHCP reviews, and attend relevant multi-agency meetings.
* Uphold and model the school’s safeguarding policies and procedures at all times.

**General Duties**

* Contribute to the wider life of the school including enrichment, trips, and celebrations.
* Attend and actively participate in staff meetings, training, and whole-school development activities.
* Take responsibility for your own professional development in line with school priorities.
* Carry out any other duties reasonably requested by senior leaders.

**Person Specification**

**Essential:**

* Qualified Teacher Status (QTS) or equivalent.
* Experience working with children/young people with SEMH or SEND needs.
* Strong understanding of curriculum planning and assessment.
* Resilience, adaptability, and commitment to inclusive education.

**Desirable:**

* Experience in a specialist or alternative provision setting.
* Training in trauma-informed practice or therapeutic approaches.
* Experience of leading CPD or mentoring staff.