



Designated Provision – KS3 Teacher

Start Date: May 2026 Contract Type: Full time
Contract Term: Permanent Salary: TPS plus SEND allowance

Birchwood Community High School is opening a specialist SEMH designated provision supporting secondary-aged pupils who are unable to access mainstream education. We work with young people who often present with social, emotional and mental health needs, behavioural challenges, school refusal, anxiety, low confidence and a history of negative experiences in education.

Our approach is relationship-led, trauma-informed, and built around small group teaching, strong routines and consistently high expectations. We provide a calm, structured environment where pupils can re-engage with learning, build confidence and achieve meaningful outcomes.

We are seeking a committed and enthusiastic Key Stage 3 Teacher to join our growing team. This is a fantastic opportunity for a teacher who wants to make a genuine impact in a small setting, with significantly smaller class sizes than mainstream and a strong pastoral team around you.

You will be responsible for delivering engaging, accessible and high-quality education to a small class of pupils with SEMH needs, supporting them to develop academic skills across a range of subjects, confidence and positive attitudes towards learning. This role is especially suitable for a qualified teacher with experience in a specialist setting or Alternative Provision.

Key Responsibilities

- Deliver engaging and inclusive lessons to small SEMH classes
- Plan, teach and assess across KS3
- Adapt teaching to meet a wide range of needs
- Use practical, visual and supportive approaches to promote engagement
- Track and record pupil progress in both academic and personal development
- Work closely with support staff to deliver personalised learning
- Support pupils to build confidence, resilience and a positive relationship
- Contribute to reports, reviews and pupil support plans where required
- Maintain high standards of behaviour, safeguarding and wellbeing
- Attend staff briefings and relevant training during the placement

The ideal candidate

You will:

- Hold QTS (or an equivalent teaching qualification)
- * Experience of teaching within either SEMH special school, Alternative provision or primary colleagues who have experience supporting children with challenging behaviour and cooccurring diagnosis such as autism and ADHD
- Have experience teaching at KS3 or within the primary sector
- Be calm, consistent and confident working with behaviour that can present challenges
- Be passionate about supporting pupils to re-engage and succeed
- Be organised, reflective and committed to high standards
- Want to work in a small, supportive, fast-growing SEMH setting

AP/SEMH experience is desirable, but not absolutely essential for the right candidate. This post is not suitable for an early career teacher

What we offer

- Small group teaching (no mainstream class sizes)
- Supportive team and strong pastoral systems
- Calm, structured setting with clear routines
- Opportunity to shape curriculum and provision
- Meaningful work with strong professional development opportunities

This school is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. The successful applicant will be required to apply for a satisfactory enhanced Disclosure and Barring Service Check. Further details can be found at www.homeoffice.gov.uk/dbs. This position is subject to a disclosure check under the Rehabilitation of Offenders Act 1974.

Please see the linked documents or our website for further details. If, prior to submitting an application, you would like to see for yourself why we believe this is such a fabulous school in which to work, then do not hesitate to contact us to arrange a visit.

For further details and an application form please visit: www.birchwoodhigh.org

Closing date for application: 9am Tuesday 17th February. Interview date: Week commencing 23rd February 2026.

Application forms should be returned to joinus@birchwoodhigh.org and preferably not through TES.