

Willow Vale School
Job Description
SEMH Advisory Teacher

Job Title: SEMH Advisory Teacher

Responsible to: Deputy Headteacher – Teaching and Learning

Purpose of the Role

The SEMH Advisory Teacher will provide professional support, advice and guidance to mainstream schools. They will have oversight of the outreach team and provide line management for the team members.

- The postholder will contribute to the school self-evaluation and ensure effective systems for monitoring the effectiveness of the work of the outreach team.
- Offer advice, guidance and support to Willow Vale team in the delivery of high-quality provision for children with SEMH needs.
- Respond to requests for support from schools and support schools to meet the needs of children with SEMH.
- Work collaboratively with schools and other agencies to promote inclusion and enhance the capacity to meet and monitor the needs of children with SEMH.
- Develop and deliver training in schools including Willow Vale to improve school staff knowledge of effective strategies to support children through trauma-informed and relational practices.
- Work with schools to develop early identification of SEMH and associated difficulties, support others to understand the inter-relationship between teaching, learning and behaviour.
- As part of the partnership team, support schools through partnership planning and/or school development work to develop policies and practices that ensure a graduated response to meet the needs of children with SEMH.
- Support schools to adapt to meet the social and emotional needs and levels of children and to develop appropriate educational provision.
- Undertake assessments linked to a child's needs and statutory processes and provide written advice to schools and other professionals.
- Ensure that Willow Vale staff are supported to undertake SEMH assessments and to interpret them to set targets for children.
- Use diagnostic assessments to identify individual needs and create and lead targeted interventions.
- Identify barriers to learning and put in place strategies to support.
- Have up-to-date working knowledge of trauma informed approaches and attachment theory to support advice given.

- To work in partnership with children and their families in order that their views are incorporated into planning and review processes to ensure effective outcomes.
- Plan and review outreach work in schools, directing the work of the outreach team.
- Take line management responsibility for the outreach team, monitoring impact and ensuring appropriate CPD opportunities for the team.
- To attend all appropriate meetings related to this role as required by the Headteacher, including INSET days.

Key Responsibilities

Line management

Provide professional supervision, coaching and support to members of the Professional Support and Outreach team, ensuring high-quality SEMH practice is consistently delivered across settings.

Monitor and evaluate the impact of staff practice, holding colleagues to account through clear expectations, supportive challenge and performance development processes.
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Lead and coordinate multidisciplinary working, ensuring effective communication between staff, schools and external agencies to promote joined-up provision.
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Support the development of staff expertise in SEMH through modelling, training delivery and targeted professional development.
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Support, Advice and Guidance

Provide specialist SEMH advice and guidance to schools, supporting early identification and effective graduated response for pupils with complex needs.

Respond to requests for outreach support, working collaboratively with school leaders to build capacity and improve inclusive practice.

Deliver high-quality training and bespoke support packages to develop staff confidence in managing behaviour, attachment needs and emotional regulation.
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Work in partnership with families and external agencies to ensure holistic support plans that improve outcomes for children and young people.

Teaching and Learning

Model and deliver high-quality teaching demonstrates effective SEMH strategies and adaptive practice.

Support schools to strengthen the link between behaviour, learning and curriculum design, ensuring that teaching approaches meet the needs of SEMH learners.
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Promote inclusive, relational and trauma-informed approaches to teaching and learning across all supported settings.
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Contribute to the evaluation and improvement of teaching and learning through monitoring, feedback and evidence-informed practice.
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Professional Expectations

Uphold safeguarding responsibilities at all times, maintaining up-to-date training and modelling safe, professional conduct.
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Contribute to whole-school self-evaluation and continuous improvement, ensuring robust systems for monitoring impact of SEMH provision.

Demonstrate high levels of professionalism, integrity and accountability, acting as a role model for inclusive practice across Willow Vale School.
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Engage in ongoing professional development and contribute to the wider strategic development of SEMH provision across the multi-site school context.
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Additional Expectations

- The role is for Willow Vale School and there will be a requirement to travel across the geographical areas the school covers for both Willow Vale sites and the mainstream schools it serves.
- Uphold statutory safeguarding responsibilities and model safe, professional conduct.
- Fulfil any additional duties reasonably requested by the Headteacher.