

<b>Directorate:</b>	Children's Services	<b>Section:</b>	Primary Inclusion Team
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## Job Details

<b>Job Title:</b>	Specialist Teacher (SEMH) Primary Inclusion Team
<b>Grade:</b>	Main Scale/UPS plus SEN 1
<b>Location of Work:</b>	Lewis Street Primary School
<b>Directly Responsible To:</b>	Primary Inclusion Team Lead Head Teacher / Executive Head Teacher
<b>Hours of Duty:</b>	Teachers' Terms and Conditions
<b>Primary Purpose of the Job</b>	To work collaboratively with schools across Salford to strengthen inclusive practice and improve outcomes for children and young people experiencing barriers to participation, learning and inclusion associated with SEMH needs. Through consultation, coaching, training and specialist advice, the postholder will support schools to develop sustainable approaches that improve participation, engagement, attendance and successful access to mainstream education. The postholder will contribute to the continued development of Salford's inclusion offer through the Department for Education's Experts at Hand programme.

## Main Duties and Responsibilities / Accountabilities

1. To provide consultation, coaching and specialist advice to staff in Salford schools in relation to children and young people experiencing barriers to participation, learning and inclusion associated with SEMH needs.
2. To work collaboratively with Children's Services and partner agencies to promote a unified approach to inclusion and SEND across the city.
3. To maintain an up-to-date knowledge of evidence-informed approaches and strategies that support children and young people experiencing SEMH needs, including neurodevelopmental, relational and trauma-informed approaches.
4. To work in close partnership with schools and settings, providing support, professional challenge and solution-focused consultation to strengthen inclusive practice.
5. To design and deliver high-quality training, professional development and reflective practice opportunities for school staff.

6. To contribute to the ongoing development, evaluation and improvement of the Primary Inclusion Team service offer.

### **The Postholder Will**

1. Retain an up-to-date knowledge of the National Curriculum and current developments in teaching, learning, SEND and inclusion.
2. Undertake observations, consultations and assessments to identify strengths, barriers to learning and support needs, maintaining accurate records of work undertaken.
3. Organise and maintain records in accordance with service expectations and local authority procedures.
4. Liaise effectively with external agencies and professionals to support positive outcomes for children and young people.
5. Attend and contribute effectively to SEND, Team Around the Child and multi-agency meetings as appropriate.
6. Offer support to classroom teachers, leaders and wider school staff through consultation, coaching, resources and training.
7. Advise and signpost staff to relevant SEMH, SEND and inclusion resources.
8. Liaise appropriately with parents and carers in support of collaborative planning and positive outcomes for children and young people.
9. Engage fully in professional development and contribute to a culture of continuous learning and reflective practice.
10. Contribute to service development and evaluation activities as required.
11. Undertake the tasks and duties necessary for Performance Management.
12. Undertake any other duties commensurate with the level and responsibilities of the post.

### **Methods of Working**

The postholder will be expected to:

1. Adopt a collaborative and solution-focused approach to working with schools, families, colleagues and partner agencies.
2. Model professional, relational and inclusive practice in all aspects of their work.

3. Take an active role in self-review, reflective practice and service improvement against agreed priorities and targets.
4. Engage fully in professional development and undertake any training associated with the duties of the post.
5. Maintain high professional standards, confidentiality and compliance with data protection requirements.
6. Comply with all relevant health and safety, equal opportunities and local authority policies.
7. Contribute positively to the development of the Primary Inclusion Team and wider inclusion agenda across Salford.
8. Carry out any other reasonable duties and responsibilities commensurate with the grading and responsibilities of the post.

#### Review Arrangements

The details contained in this job description reflect the content of the job at the date it was prepared. It should be remembered, however, that it is inevitable that over time the nature of individual jobs will change, existing duties may no longer be required and other duties may be gained without changing the general nature of the duties or level of responsibility entailed. Consequently, the Council will expect to revise this job description from time to time and will consult with the postholder at the appropriate time.

**Date Job Description Prepared / Revised:** June 2026

**Prepared / Revised By:** Primary Inclusion Team

**Agreed Job Description Signed By Holder:**