



Pennington C of E Primary School
BeTheBestYouCanBe!

Head of School - SEMH Unit

Exciting new opportunity



Head of School (SEMH Unit)

Pennington C of E Primary School, Hampshire



Leadership Scale:

Negotiable depending on experience



Full Time



Start Date:

April 2027

A unique opportunity to shape an outstanding SEMH provision from the ground up

We are seeking an inspirational and compassionate leader to build and lead our SEMH Unit. This is a unique opportunity to shape an outstanding provision that will make a life-changing difference to children and their families.

You will champion inclusive practice, nurture a therapeutic culture, and work in partnership to ensure every child belongs, matters and achieves.

“ Every child belongs.
Every child matters.
Every child can achieve. ”



Visits to the school are warmly welcomed and encouraged.



Contact the school
office for more details
01590 672104





Job Description

Head of School - SEMH Unit

Pennington C of E Primary School, Hampshire



Purpose of the Role

To provide strategic and operational leadership for the SEMH Unit, ensuring that pupils with social, emotional and mental health needs receive exceptional educational, emotional and therapeutic support enabling them to achieve successful outcomes.

The Head of School will establish a nurturing and ambitious culture, develop outstanding practice and work collaboratively with the wider school to ensure inclusion remains at the heart of all provision.



Key Responsibilities

Strategic Leadership

- Lead the development and implementation of the SEMH Unit vision.
- Develop systems, policies and procedures supporting effective operation of the Unit.
- Contribute to the strategic development of inclusion across the whole school.
- Monitor the effectiveness of provision and evaluate impact on pupil outcomes.
- Contribute to school self-evaluation and improvement planning.

Quality of Education

- Ensure a high-quality, ambitious curriculum is delivered to all pupils.
- Lead development of adaptive teaching strategies.
- Ensure learning is personalised and responsive to pupil needs.
- Monitor pupil progress and achievement.
- Support successful reintegration and transition pathways.

SEMH and Therapeutic Practice

- Lead implementation of trauma-informed and emotional approaches.
- Ensure behaviour support promotes dignity, belonging and self-regulation.
- Develop systems that promote emotional wellbeing and resilience.
- Work with external agencies to secure the best outcomes for pupils.

Safeguarding

- Promote a strong safeguarding culture.
- Work closely with DSLs and safeguarding partners.
- Maintain high expectations for attendance, welfare and wellbeing.
- Ensure safeguarding procedures are fully implemented.

Leadership of Staff

- Lead, develop and support staff within the Unit.
- Deliver coaching, mentoring and professional development.
- Maintain high expectations of professional practice.
- Conduct appraisal and performance management responsibilities where appropriate.

Partnership Working

- Develop positive relationships with parents and carers.
- Lead annual reviews and multi-agency meetings.
- Work collaboratively with Hampshire County Council and external services.
- Build partnerships with schools and agencies to enhance provision.

Resource Management

- Manage allocated budgets responsibly.
- Ensure effective deployment of staff and resources.
- Contribute to sustainability and growth of the provision.



Person Specification

Head of School - SEMH Unit

Essential



Qualifications

Qualified Teacher Status.
Degree or equivalent qualification.
Evidence of leadership training and professional development.



Experience

Successful leadership experience in a school or specialist setting.
Significant experience supporting pupils with SEMH needs.
Experience of leading teams and developing staff.
Experience working with external agencies.
Experience of safeguarding and child protection procedures.
Experience of using data to improve outcomes.



Knowledge

Strong understanding of SEMH needs.
Knowledge of trauma-informed practice.
Understanding of SEND legislation and Code of Practice.
Knowledge of safeguarding procedures.
Understanding of behaviour as communication.
Knowledge of inclusive education and adaptive teaching.



Skills

Excellent leadership and management skills.
Ability to build strong relationships with children, families and professionals.
Ability to analyse data and evaluate impact.
Strong communication and presentation skills.
Ability to resolve conflict and support complex situations.



Personal Qualities

Compassionate and child-centred.
Resilient and solution-focused.
High expectations for all pupils.
Reflective practitioner.
Commitment to inclusion and equity.
Ability to inspire and motivate others.

Desirable

National Professional Qualification (NPQ).
SENCO qualification.
Thrive qualification.
Team Teach qualification.
Experience in a specialist SEMH setting.
Experience establishing new provision.
Experience of commissioning and leading therapeutic interventions.

