



Hounsme Fields Primary School

Recruitment Pack





Welcome from Headteacher



Dear Candidate

Thank you for showing interest in working at Hounsomes Fields Primary School. We are a brand-new school which opened in September 2025 and are proud to be part of the Engage Enrich Excel Academies (EEEA) Trust.

At Hounsomes Fields Primary School, we're looking for passionate, proactive teachers to join our team. This is your chance to play an integral role in shaping our school culture, curriculum, and community from the very start.

At the core of everything we do are our 'HEART' values: Honesty, Empathy, Ambition, Respect and Teamwork. These values guide our approach to teaching, learning and relationships across the school.

We are passionate about creating a curriculum that engages children and makes learning enjoyable. When children are happy and motivated, they can thrive academically and personally.

If you are interested in applying to our school, tours of the school are welcomed.

We are enthusiastic and motivated for the future growth of our school in the community.

Thank you again for your interest in joining us.

Kind regards,

Bradley Carter

Headteacher

About Hounsome Fields Primary School.

The school is part of an exciting new urban development in Basingstoke, Hampshire. The school was designed by Hampshire County Council and in partnership with the Engage Enrich Excel Academies (EEEEA), Hounsome Fields Primary School promises to be one of the best school buildings in the country. The school is designed to be energy efficient and sustainable with features that include a ground source heat pump and solar panels making Hounsome Fields ecofriendly.



The building itself revolves around a courtyard area with extensive school grounds which includes a pond and orchard. We welcomed our first cohort of reception pupils in September 2025. Each year we will welcome a new cohort of reception pupils until we reach full capacity. We will grow to be a two-form entry school with a capacity of 420 pupils. We also have a dedicated resource provision

for special educational needs for up to 8 pupils.

HEART represents the five core school values.

Honesty, **E**mpathy, **A**chievement, **R**espect, **T**eamwork.

Honesty: Promoting truthfulness and integrity in all interactions.

Empathy: Fostering understanding and compassion for others.

Achievement: Encouraging and celebrating academic and personal successes.

Respect: Cultivating a culture of mutual respect and appreciation for everyone.

Teamwork: Valuing collaboration and cooperation to achieve common goals.

These values collectively create a nurturing and positive school environment where everyone can thrive with HEART.



Engage Enrich Excel Academies Trust

Hounsme Fields Primary School is proud to be part of the Engage Enrich Excel Academies (EEEE) Trust, a Multi Academy Trust founded on effective school improvement and collaboration. Established in December 2014, the Trust currently comprises eight schools within the areas of Surrey and Hampshire.

At EEEA, our schools are dedicated to fostering a happy, welcoming, stimulating and secure environment for all children under our care, empowering them to strive for excellence and reach their full potential. Anchored in the belief that 'Every Child Matters', our community of pupils, staff, parents and governors collectively work to ensure this ethos permeates daily life for every child.



SEND Class Teacher – SEMH Resourced Provision

September 2026 start — Permanent and Full-time Position

Main Scale

Have you ever had the opportunity to work in a brand-new school?

Do you want to be part of an exciting journey, shaping a school from the ground up in a growing community?

At Hounsme Fields Primary School, we're looking for a passionate **SEND Class Teacher for our SEMH Resourced Provision** to join our vibrant and expanding team. Having opened our doors in September 2025, this is a unique and exciting opportunity to be part of a brand-new school from its very early stages. If you're an ambitious teacher who thrives on collaboration, innovation and making a real difference we would love to hear from you.

What we offer:

- **A unique opportunity** to be part of a new school, shaping its future.
- An opportunity to **create and develop a curriculum** that prepares children for the future.
- A **brand-new, purpose-built learning environment** designed to inspire.
- A **values-led, aspirational school** with a strong belief in the development of the whole child.
- A **dynamic** and **exciting** working environment where you can grow professionally.
- A **supportive network** of colleagues from the academy trust.
- A considered approach to support staff **wellbeing**
- Opportunities for continuing professional development.
- A commitment to work/life balance.
- Safeguarding and SENCO training could be available if required.
- Career opportunities to work and network across 8 schools in the academy trust.
- Network with other SENCO/Inclusion leads.

We're looking for someone who:

- Is **passionate**, positive, and has a can-do attitude.
- Is a **great teacher** with the initiative and collaborative spirit to thrive in a growing two-form entry school.
- Will promote a **love of learning** and an **excitement about coming to school each day**.
- Wants to work **collaboratively** and be a part of the team
- Has a desire to learn and grow as a teacher
- Works well with others, has excellent interpersonal skills, and approaches challenges with a sense of humour.
- Is committed to contributing to the **wider life** of the school and school community.

- Has proven experience working with children with SEMH needs, ideally in a specialist setting
- Understands trauma-informed practice and therapeutic approaches to behaviour
- Has knowledge of the SEND Code of Practice and the graduated approach
- Can demonstrate successful implementation of individual behaviour plans and support strategies

We reserve the right to invite candidates for interviews prior to the closing date, so we encourage you to submit your application as soon as possible.

Engage Enrich Excel Academy Schools are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS) to safeguard our pupils.



Job Description

SEND Class Teacher – SEMH Resourced Provision (with wider teaching responsibilities)

Job Title: SEND Class Teacher – SEMH Resourced Provision (with wider teaching responsibilities)

Reports to: Headteacher / SENDco

Overall Responsibility: Delivering the highest quality learning experiences to all pupils

Start date: September 2026

Salary: Main Teacher Scale

Disclosure level: Enhanced

The post holder will take responsibility for teaching and learning in accordance with the duties listed below.

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Purpose of Role:

- Lead and support the SEMH (Social, Emotional and Mental Health) Resourced Provision within the school
- Deliver high-quality, inclusive teaching to pupils
- Support the SENDco in coordinating provision, developing individual pathways, and implementing evidence-based interventions
- Foster a nurturing, trauma-informed, and restorative environment
- Develop and deliver a curriculum focused on emotional literacy, resilience, and transferable skills, alongside the mainstream curriculum
- Collaborate with families, external agencies, and staff to ensure a person-centred approach
- Model and promote a culture of belonging, high expectations, and continuous improvement
- Teach classes across Early Years and Key Stage 1 to provide support and cover when needed

The Role in Detail

As Class Teacher for the SEMH Resourced Provision, you will:

- Lead a small class of pupils with identified SEMH needs
- Plan and deliver an engaging curriculum that meets the needs of pupils
- Create a calm, structured, therapeutic learning environment
- Develop and implement personalised learning plans and behaviour support strategies
- Work closely with families, educational psychologists, and other professionals
- Monitor and track pupil progress across academic, social and emotional development
- Lead a small team of teaching assistants supporting the provision

Whilst every effort has been made to outline the main duties and responsibilities of the post, each individual task undertaken may not be identified.

We're Looking for Someone Who:

- Has qualified teacher status and significant teaching experience
- Has proven experience working with children with SEMH needs, ideally in a specialist setting
- Understands trauma-informed practice and therapeutic approaches to behaviour
- Has knowledge of the SEND Code of Practice and the graduated approach
- Can demonstrate successful implementation of individual behaviour plans and support strategies

Personal Qualities:

- Is passionate, positive and has a can-do attitude towards inclusive education
- Shows exceptional empathy and patience when working with vulnerable children
- Has the resilience and emotional intelligence to support pupils with complex needs
- Is an excellent communicator who can build trusting relationships with pupils, families and professionals
- Works collaboratively with colleagues, external agencies and multi-disciplinary teams
- Approaches challenges with creativity, flexibility and a sense of humour
- Is committed to safeguarding and promoting the welfare of all children

Professional Skills:

- Understands what outstanding SEND provision looks like and is always striving to improve
- Can assess pupils' needs accurately and implement effective interventions
- Has the ability to challenge and inspire pupils to exceed their own expectations
- Can lead and support staff in meeting the needs of pupils with SEND

- Is committed to contributing to the wider life of the school and school community
- Can maintain detailed records and work effectively with external specialists

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality. Teachers must have an understanding of and always act within the statutory frameworks which set out their professional duties and responsibilities.

If you are interested in finding out more about our school. Please see our website, to arrange a visit please call the school office.

Interviews: Week commencing 9th March 2026



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