



Unqualified Teacher Job Description

Post Title: Unqualified teacher

Reporting to: Senior Leadership Team

Salary: Competitive, based on experience

Contract: Full-Time, Permanent

Start Date: Immediate (01/06/2026) **and** September 2026

(Please note: the confirmed school site will be communicated once finalised. All roles will be based within Plymouth)

School: Phoenix Bay (Plymouth)

Location: Plymouth (exact site to be confirmed)

About Phoenix Bay

Phoenix Bay is opening a new school in Plymouth. We work with children who need education to feel safe, relational and meaningful before it can be academic. Our approach is trauma-informed, restorative and rooted in high expectations, consistency and care.

This is a unique opportunity to join a school at an early stage and help shape its culture, curriculum and daily practice from the ground up.

Role Overview

Phoenix Bay is seeking a committed and enthusiastic Unqualified Teacher to support teaching and learning across a range of subjects and key stages, working with students who have Social, Emotional and Mental Health (SEMH) needs.

This role is ideal for someone who is passionate about education, relationships and inclusion, and who wants to make a genuine difference in the lives of young people. You will work closely with qualified teachers, wellbeing mentors and the wider staff team to support students academically, emotionally and socially.

Key Responsibilities

- Support teaching and learning across subjects and key stages, delivering engaging and inclusive learning experiences tailored to the needs of students with SEMH

- Create and maintain a calm, positive and supportive classroom environment where students feel safe, valued and ready to learn
- Build strong, trusting relationships with students, supporting both their academic progress and emotional development
- Work collaboratively with colleagues to adapt the curriculum and deliver targeted interventions that meet individual student needs
- Support behaviour management approaches that are relational, trauma-informed and rooted in understanding students' emotional and social needs
- Provide ongoing feedback, encouragement and reassurance to help students build confidence, resilience and motivation
- Work positively with parents and carers to support student progress, wellbeing and engagement
- Promote and model positive behaviour, attitudes and values in line with Phoenix Bay's ethos

What We're Looking For

- No formal teaching qualification required — we are looking for someone with a genuine passion for working with young people and a desire to make a difference
- A strong commitment to building positive, supportive relationships with students, staff and families
- Excellent communication and interpersonal skills, with the ability to engage students who may have experienced barriers to learning
- A proactive, flexible and student-centred approach to learning and development
- Willingness to develop teaching practice and engage in ongoing professional learning
- Strong behaviour management skills grounded in empathy, consistency and relational practice

What We Offer

- A supportive and collaborative staff team committed to relational and trauma-informed practice
- Opportunities for professional development and training, including pathways towards formal teaching qualifications
- The chance to make a meaningful impact in the lives of students with SEMH needs
- A nurturing, inclusive school culture where students are known, valued and supported
- Clear opportunities for career progression and professional growth
- Access to high-quality CPD and training, including but not limited to:
 - Trauma-Informed Practice
 - Safeguarding (Level 3)
 - Prevent Training
 - Emotion Literacy
 - Understanding Adverse Childhood Experiences (ACEs)
 - Total Communication

Person Specification

Essential Criteria

- GCSE Grade C / 4 or above in English and Maths
- Experience working with children or young people in an educational, care, youth work or support setting
- A genuine passion for education and making a positive difference in the lives of young people
- Strong communication and interpersonal skills, with the ability to build positive, trusting relationships
- Ability to support teaching and learning across a range of subjects and key stages
- Calm, consistent and empathetic approach to behaviour management
- Commitment to safeguarding and promoting the welfare of children and young people
- Ability to work collaboratively as part of a team
- Willingness to engage in training and professional development
- Commitment to trauma-informed and relational practice

Desirable Criteria

- Experience working with students with SEMH or additional needs
- Experience in alternative provision, specialist or therapeutic settings
- First Aid qualification (or willingness to undertake training)
- Relevant qualifications in education, youth work, psychology or a related field
- Knowledge of safeguarding procedures and relevant education legislation
- Aspiration to pursue formal teaching qualifications in the future

Safeguarding Statement

Phoenix Bay is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment. This role is subject to an enhanced DBS check and satisfactory references.

How to Apply

To apply, please send your completed application form to hello@phoenixbay.co.uk.

For more information, visit www.phoenixbay.co.uk.

Join Phoenix Bay School — where we are more than just a school.

