



Job Title:	Skills Teacher
Salary:	£23,800 - £28,800 DOE
Location:	Manchester, UK
Hours of Work:	8:15am-16:00pm Monday - Friday – Term Time
Line Manager:	Curriculum Lead
How to apply:	Request an application pack from recruitment@fstmanagement.uk
Contact Details:	0330 118 0974

Job Overview

We are seeking a dedicated and passionate Skills Teacher to deliver high-quality vocational and practical education to young people with Social, Emotional and Mental Health (SEMH) needs. You will play a vital role in developing students' practical skills, confidence, and future career prospects through engaging, hands-on learning experiences tailored to individual needs and interests.

Key Responsibilities

Skills-Based Curriculum Delivery

- Plan, prepare, evaluate, and review skills-focused programmes that reflect sound practice and enable physical, emotional, social, cultural, and moral development
- Deliver practical skills and vocational content using a variety of instructional strategies adapted to individual learning styles and motivations
- Teach both individual pupils and small groups, continuously reviewing and adapting your approach in accordance with school policy
- Help pupils prepare for functional assessments, practical accreditations, and vocational qualifications
- Ensure all activities maintain the highest standards of health and safety
- Act as faculty coordinator for practical skills and vocational content within your learning centre

Learner Support & Progress

- Maintain high expectations for pupil progress and engagement in practical learning
- Provide targeted interventions and additional support where needed
- Assess pupils' abilities and needs to help them achieve their highest potential
- Give clear, constructive feedback that helps students understand their progress and work towards achievements
- Support students in developing core practical skills alongside broader competencies such as problem-solving and independence
- Record and track data to monitor progress and inform planning

Professional Contribution

- Work collaboratively with the senior leadership team and colleagues to support whole-school improvement
- Contribute to curriculum development, school policies, events, and improvement plans
- Take an active role in performance management and continuous professional development
- Participate in staff meetings, INSET days, moderation, and cross-team collaboration
- Supervise and teach pupils when colleagues are absent
- Review skills-based delivery methods regularly with the deputy head teacher

Safeguarding & Pastoral Duties

- Always act in accordance with the school's safeguarding and child protection procedures
- Promote emotional wellbeing and help students navigate barriers to learning
- Contribute to multi-agency reviews and the implementation of EHCPs
- Supervise pupils during unstructured times and promote positive behaviour
- Put together profiles that help other professionals understand each pupil's educational, personal, and social needs
- Establish relationships that build confidence, trust, understanding, and mutual respect

Assessment, Recording, and Reporting

- Use all available mechanisms to assess the emotional wellbeing, learning, and behaviours of pupils
- Maintain detailed records of assessments and student progress
- Prepare insightful and well-written reports for Statutory Annual Reviews and other meetings
- Take part in arrangements for pupil presentations and supervision during assessments

Resource Management

- Make effective use of all available resources whenever appropriate
- Ensure workshop areas and equipment are maintained safely and effectively
- Stay up to date with industry standards and best practices in vocational education

Person Specification

Essential Requirements

- Previous work experience with pupils of secondary age range
- Excellent subject/vocational knowledge with ability to confidently deliver a differentiating skills-based curriculum
- Flexibility to deliver to all ability levels
- Excellent communication skills and ability to take a team approach

- High level of professionalism, emotional resilience, and physical fitness
- Commitment to undertaking training courses, including out of hours when required

Desirable Requirements

- Specialist qualification in vocational or special education
- Previous experience working with children and young people with SEMH needs
- Experience in residential or alternative provision settings
- Knowledge of SEN, EBD, ADHD, Statements, and 'looked after' processes
- Industry experiences relevant to the vocational areas being taught

Safeguarding

Here at First Steps Together, we are committed to safeguarding the welfare of children and young people and promoting that commitment. We expect all our staff and volunteers to share in it, too, which is why – as part of the selection process – we will conduct all the necessary checks to ensure you do not pose any risk of harm in your role here. Join us and you will be expected to actively contribute to our safeguarding commitment and promote child welfare in line with the school's Child Protection Policy.

If ever there is a concern or issue, you will be ready to report it to your Designated Safeguarding Lead or, in their absence, any Deputy Safeguarding Lead.

Review

The nature of this role means that this job description will be subject to an annual review with the potential for amendment or modification at any time after consultation directly with you. It by no means acts as a comprehensive statement of procedures and is just a way of setting out all the main expectations we will have of you, here in the role as you deliver an impassioned and genuinely caring experience to our young people.

