# **Job Description – Nurture TA**



**Post holder:** tbc

**Salary scale: KR5** (£20,595- £21,693) Pro Rata (XXXXXXX) term time only, 30 hours per week.

***Main purpose of the post***

The primary focus of the post will be to work under the direction of Assistant Headteacher – SENCo as a key member of the school’s pastoral team, supporting the access to learning for pupils both within the nurture provision and across the school.

Within an agreed system of supervision, the nurture TA would plan and deliver specified provisions to individuals, small groups and/or classes set by or alongside teachers.

The nurture TA will at times provide support for pupils in crisis, using a range of de-escalation strategies to support wellbeing.

The nurture TA will be expected to progress pupils’ learning and to assess, record and report on development, progress and attainment as agreed with the nurture lead and Assistant headteacher - SENCo.

***Status of the post***

In addition to those professional standards common to all TAs in the school, the post holder’s key accountability will be for supporting the raising the standards of attainment for pupils identified as requiring nurture provision and/or those on the SEND register.

***Budget Accountability***

N/A

***Main duties: Nurture TA***

* To play a full part in the life of the Warden House Primary School community and support its ethos, values, aims and policies – including those of Veritas Multi-Academy trust and its schools.
* Support the initiation and setup of teacher-led pastoral support plans.
* To have and share with colleagues your knowledge and understanding of how to use and adapt a range of behaviour support strategies
* To engage actively in appraisal and professional development to ensure professional skills are developed and kept up to date
* To have high expectations for all pupils and staff within your team and lead by example.
* To comply with the schools Health and Safety policy and undertake risk assessments as appropriate (including pupil-specific risk assessments as necessary).
* To work as a member of the pastoral team, promote collaboration and to contribute positively to effective working relations within the school.
* Train as an Emotional Literacy Support assistant (ELSA) and maintain this accreditation, using it to deliver bespoke interventions to the pupils working within our nurture provision.
* Be flexibly deployed according to the changing needs of the pupils and school
* When needed, support the de-escalation of pupils with complex SEMH needs and provide effective reintegration into the classroom.
* To work in-line with established policies to anticipate and manage behaviour in order to promote pupils’ self-control and independence to ensure good behaviour and respect for others is maintained.
* Use detailed knowledge and specialist skills to support pupils’ learning, establishing productive working relationships, promoting inclusion and working to support pupils consistently whilst recognising and responding to individual needs.
* Participate in training and other learning activities as required and attend relevant meetings to ensure own continuing professional development.

***To Whom Responsible:*** Headteacher

This job description may be amended at any time after discussion with you, but in any case will be reviewed during the performance review cycle.

*Signed: ………………………………………… Date: ………………………………*

*Signed: ………………………………………… (Headteacher) Date: ……………………………………..*

Your job description is intended as a reference document which identifies your main responsibilities and activities and is not a comprehensive list of all roles, responsibilities and duties undertaken.

The nurture TA will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.