**St John’s C.E. Primary School Job Description**

Position: **Lead teacher for Nurture and SEND**

Responsible to: The Head Teacher

In order to meet the high standards expected of a leading professional in our school, the Governing Body is seeking to appoint a person with the following essential qualities, skills and abilities.

**Qualifications, knowledge and training**

* Qualified teacher status.
* 5 years teaching experience.
* Evidence of recent and relevant continuing professional development relevant to the role below e.g. training as provided by Nurture UK.
* Evidence of supporting children with EHCPs / in receipt of High Needs Funding.
* Able to demonstrate deep understanding of Mainstream Core Standards.

**Experience**

* Recent and relevant successful teaching experience across the primary phase.
* Recent experience of supporting pupils with SEND, social, emotional and behavioural needs.
* Experience of meeting a wide range of academic needs of pupils in one class.
* Developing and leading staff development programmes for teachers and other staff.
* Managing and using pupil achievement, attainment and tracking systems.
* Leadership and management of change.
* Experience of coaching and developing staff.

**Aptitude and Skills**

* A consistently outstanding classroom practitioner.
* An effective organiser.
* A team player.
* An ambitious and diligent professional who can motivate and inspire others.
* A commitment to excellence and equity that sets high standards for all pupils.
* An ability to foster a language rich learning environment.
* A positive and resilient individual with initiative, drive, integrity, and a cheerful disposition.
* Good personal presence and excellent communication skills.
* An ability to work effectively under pressure, prioritise appropriately and meet deadlines.
* A sense of vocation and vision in harmony with that of the school.
* An ability to be adaptable, flexible and able to respond in the moment to a multitude of needs.
* Ability to forge positive relationships with parents/carers.
* Be a champion and a voice for vulnerable groups.
* A good understanding of child mental health.
* Resilience.
* High expectations of pupils and staff.

**Main Duties**

Having undertaken training as provided by Nurture UK:

* To lead the learning of a group of pupils who experience a range of needs and challenges (primarily SEND, social, emotional and behavioural).
* To play a lead role to ensure that barriers to learning are reduced and to support students to achieve their full potential.
* To take a lead role in monitoring to ensure that the school’s systems for promoting positive behaviour and attitudes to learning are effective.
* To plan and deliver engaging and motivating experiences relevant to the nurture group principles:
1. children’s learning is understood developmentally;
2. the classroom offers a safe base;
3. nurture is important for the development of self-esteem;
4. language is understood as a vital means of communication;
5. all behaviour is communication;
6. transitions are significant in the lives of children.
* To develop an appropriate, broad, balanced, relevant, differentiated and challenging curriculum to all pupils appropriate to their needs.
* To provide support for a named group of children through a carefully structured timetable that balances learning, nurture and structure within a caring home-like atmosphere.
* To work with the Inclusion Leader, SENDCo and other staff to monitor the progress of pupils ensuring;
1. the reduction in barriers to learning
2. inclusion into their mainstream classroom, securing excellent progress for all pupils
3. the assessment and recording of each pupil’s progress systematically, including entry and exit Boxall Profile.
* Where appropriate ensure all objectives on each individual child’s Educational Health Care Plan or SEN support plan are addressed continually enabling at least good progress.
* To manage the work of members of support staff, including timetables and assessments.
* In line with school policy, mark and provide feedback on pupils’ work set in school and for homework so that they understand how to improve.
* To regularly review progress and monitor the integration of all pupils in the groups within the mainstream classrooms.
* To work in partnership with classroom teachers to provide a personalised learning and behaviour plan for pupils experiencing social, emotional and behaviour difficulties.
* Whilst maintaining appropriate professional boundaries between adults and children, establish secure and trusting relationships with pupils to facilitate their learning and development.
* Reporting to parents.
* Work positively in partnership with the child’s parents/carers and external agencies as appropriate to support named children’s social, emotional and academic development.
* To support class teachers to include children with emotional and behavioural issues.
* To ensure a consistent approach to managing behaviour and promoting positive attitudes to learning.
* To attend and contribute appropriately to Educational Health Care Plan Reviews, SEN reviews, pupil progress meetings and parents’ meetings.
* To provide or contribute to oral and written assessments relating to individual pupils or groups of pupils, internally, with parents and outside agencies.
* To contribute to whole school planningactivities.

Signed by Headteacher \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed by Teacher \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_