

**JOB DESCRIPTION**

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| **Job title:** | Nurture Leader |
| **Grade:** |  |
| **Responsible to:** | Assistant Headteacher |
| **Responsible for:** | Teaching Assistants |
| **Job purpose:** | To provide targeted interventions to support emotional development of pupils recognised as having experienced trauma and with SEMH needs. To lead a small team of specialist TAs to work with individuals and small groups. To complete wellbeing assessments and deliver a programme of interventions to support pupils in their emotional development and ability to participate fully in school life and their wider life and relationships. |
| **Key internal contacts:** | SLT  Class teachers |
| **Key external contacts:** | Parents/Carers  Outside Agencies |
| **Special consideration:** | Hold a clear Enhanced DBS check |

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| **Key duties and responsibilities:**  1.To set up and establish a new internal Nurture Provision at Nore Academy.  2. To lead the provision and line manage a small team of Teaching Assistants.  3. To assess identified pupils’ emotional development.  4. To lead your team to deliver targeted interventions to individuals and small groups to address areas of need as identified in assessments.  5.To allocate staff to support individuals and small groups as needed.  6. To assess the impact of interventions.  7. To liaise and communicate with class teachers to ensure ideas, interventions and examples of good practice are shared.  8.To provide support to students so they are empowered to successfully manage their emotions enabling them to engage in learning.  4.To support the wider team, including safeguarding in order to promote students welfare and personal development.  5.To promote positive mental health, ensuring a positive whole school ethos around SEMH support.  Accountabilities  1.To support the school in developing strategies which ensure students with social, emotional or mental health needs (SEMH) are successful in lessons and are able to achieve their potential; academically and socially.  2.To contribute to a positive school culture, where successes are celebrated and differences are valued; instilling a sense of pride and belonging in every student.  4. Within your team to lead on meaningful interventions which support students both in the Nurture Provision but also in class where necessary and ensure records of interventions are kept. Analysing effectiveness and identifying gaps  in provision.  5. To support pupils to manage their behaviour and emotions; enabling them to make good progress  in lessons and have strategies for promoting their own wellbeing.  8. To provide professional learning opportunities for staff to develop their knowledge and understanding of strategies to support students who have experienced trauma and have SEMH needs.  12. To participate in professional development (including INSET and twilight INSET sessions)  13. To participate/lead in line management meetings appraisal reviews and team meetings.  15. To attend staff meetings and whole school events as required.  18. At the discretion of the Headteacher, to undertake other activities from time to time agreed to be consistent with the nature of this role.  Trust  19.Promote the Trust’s core themes of working with vulnerable young people and helping them to flourish;  20.Promote the safeguarding and welfare of children and young people; Complying with the Trust’s policies and procedures (e.g. equal opportunities and health and safety);  22.Attend Trust/Academy briefings, meetings and events as required by the Executive Principle or Headteacher.  Additional duties  You may be required to carry out additional duties, as the Executive Principle or Headteacher may reasonably request, which are commensurate with the post. |

**PERSON SPECIFICATION**

**Nurture Lead**

The following outlines the Minimum criteria for this post. Applicants who have a disability

and who meet the minimum criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

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| MINIMUM | |
| QUALIFICATIONS  (if essential)  Desirable | * GCSE maths and English Grade C/ 4 and above * Qualified in a recognised Nurture practice such as ELSA, Thrive or Nurture UK |
| EXPERIENCE | * Experience working within an SEN setting * Experience supporting pupils with SEMH and effects of trauma * Experience of managing a small team * Experience with Nurture practice such as Thrive, ELSA or Nurture UK etc |
| SKILLS AND ABILITIES | * Strong emotional intelligence and resilience * Excellent organisational skills * An ability to prioritise and manage complex demands * Well-developed interpersonal and communication skills * High levels of empathy * An ability to show patience, kindness and compassion * Ability to support and direct a small team * The ability to make sound decisions and to identify and solve problems through analysis and sound judgement * The ability to work independently and use initiative but still be a part of the team and follow whole school protocols and to foster that skill in others * The ability to engage hard to reach or reluctant pupils in the positive learning experiences * The ability to be flexible in directed tasks at short notice * To be creative, dynamic and responsive to pupils need. * Able to deal sensitively with people and resolve conflicts * Able to inspire, challenge and motivate others by creating, sustaining and developing team working and skills |
| KNOWLEDGE | * Knowledge of nurture approaches and principles including :- * Setting up of a nurture environment * Use of assessment systems * Approaches to implement targeted interventions * Approaches to measure impact of interventions * Knowledge of positive bahaviour support * Knowledge of the impact of trauma * Strong knowledge of SEND |
| BEHAVIOURS | * To demonstrate school values * To be respectful, positive and collaborative * To demonstrate professionalism * To demonstrate empathy * To maintain confidentiality within working environment |