



Job Description: Head of School – Nurture Pathway

Job Title: Head of School Nurture

Reports to: Headteacher

Line Management: Nurture Pathway Teachers

Salary: £56,082.00 - £65,010.00 per annum

Location: Serenity School Maidstone, ME14 2LP

About Serenity School Maidstone

Serenity School Maidstone is a specialist independent day school for children and young people with a range of special educational needs, including Autism Spectrum Disorder (ASD), severe learning needs, Speech, Language and Communication Needs (SLCN), and global learning difficulties.

We are committed to providing a safe, nurturing, and inspiring environment where every pupil is supported to thrive academically, socially, and emotionally. Our curriculum is designed to meet the needs of each pupil, combining academic learning with therapeutic and nurture-based approaches. The school promotes a culture of inclusion, independence, and resilience, with a strong emphasis on preparing pupils for life beyond school.

Purpose of the Role

The Head of Nurture will lead the Nurture Pathway at Serenity School Maidstone, ensuring the highest quality teaching and learning for pupils with severe learning needs, speech, language and communication needs (SCLN) and global learning difficulties (GLD). The postholder will line manage nurture pathway teachers, embed specialist approaches to learning, and support the delivery of a curriculum that fosters communication, independence, social development, and emotional regulation.

Key Responsibilities

Leadership and Management

- Lead and oversee the Nurture Pathway, ensuring provision is responsive to the needs of pupils with severe and global learning difficulties.
- Line manage and support Nurture Pathway teachers, setting clear expectations for teaching, assessment, and pupil progress.
- Monitor the quality of teaching and learning within the Nurture Pathway through observations, learning walks, and data analysis.
- Contribute to whole-school priorities and planning as part of the extended leadership team.
- Foster a supportive and reflective team culture across the Nurture Pathway.

Curriculum and Teaching

- Lead the planning and delivery of personalised learning across the Nurture Pathway.
- Ensure the use of specialist teaching approaches such as TEACCH, PECS, Attention Autism, and sensory integration.
- Support teachers in applying assessment systems to track progress and evidence outcomes.

- Collaborate with therapists and external professionals to embed EHCP targets into classroom practice.
- Support the integration of the Equals curriculum, or similar, to broaden learning opportunities for pupils where appropriate.

Pupil Progress and Outcomes

- Monitor and track pupil progress against EHCP and curriculum targets.
- Uphold the highest standards of safeguarding, welfare, and behaviour for learning.
- Promote holistic development of pupils, including communication, independence, and social and emotional skills.
- Report regularly on Nurture Pathway outcomes to the Assistant Headteacher and Senior Leadership Team.

Professional Development and Training

- Coach, mentor, and support nurture teachers to strengthen practice.
- Deliver CPD sessions on nurture pedagogy and specialist teaching approaches.
- Model outstanding classroom practice and the effective use of specialist strategies.

Partnership and Collaboration

- Build strong partnerships with parents, carers, and external professionals.
- Work with other pathway leads to ensure consistency and progression across the school.
- Contribute to Annual Reviews and multi-agency meetings.

Person Specification

Essential

- Qualified Teacher Status (QTS/QTLS).
- Significant experience of working with pupils with severe and complex learning needs, SLCN, and global learning difficulties.
- Proven experience of teaching within a nurture-based approach.
- Training or qualifications in specialist approaches (e.g., TEACCH, PECS, Attention Autism, sensory integration).
- Excellent interpersonal skills with the ability to inspire, motivate, and support staff.
- A clear commitment to safeguarding, inclusion, and promoting the rights and opportunities of pupils with SEND.

Desirable

- Strong knowledge and understanding of the Equals curriculum, or similar, and its application.
- Experience of middle leadership within a special school or SEND context.
- Experience of leading curriculum development and assessment in SEND contexts.

Safeguarding Statement

Serenity School Maidstone is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check and satisfactory references.