



Job Description
Nurture Lead

Contract type: Full-time permanent

Reporting to: Headteacher

Location: Serenity School

Job Purpose:

To lead and develop a whole-school approach to nurture, supporting the emotional, social, and behavioural needs of pupils across all key stages. The Nurture Lead will be responsible for coordinating targeted interventions, managing a dedicated Nurture provision, supporting staff training, and embedding trauma-informed, attachment-aware practice across the school.

Key Responsibilities:

Strategic Leadership of Nurture Provision

- Lead the planning, delivery, and ongoing evaluation of a school-wide nurture approach, based on the six principles of nurture.
- Oversee the running of the Nurture Room or provision, ensuring a safe, predictable and supportive environment for pupils.
- Work collaboratively with SLT to integrate Nurture strategies into whole-school policy and practice.
- Support whole-school behaviour, wellbeing and emotional regulation initiatives through a trauma-informed lens.

Pupil Support & Intervention

- Identify pupils who would benefit from Nurture-based support or small-group provision using a graduated approach.
- Develop and implement individual support plans, working in line with EHCP targets and behaviour support strategies.
- Deliver or oversee therapeutic and emotional literacy interventions, including structured Nurture Group sessions.
- Track and monitor pupil progress using social, emotional, and behavioural assessment tools (e.g., Boxall Profile, SDQ).

Staff Support & Training

- Provide training, coaching and modelling to teaching and support staff on Nurture principles, emotional regulation and restorative approaches.
- Support class teams with behaviour planning and de-escalation techniques for pupils with SEMH needs.

- Lead regular reflective supervision or drop-in support for staff working with emotionally vulnerable pupils.

Family & Multi-Agency Work

- Work in partnership with parents/carers to support pupil development and home-school consistency.
- Attend and contribute to EHCP reviews, TAC meetings, and multi-agency planning.
- Liaise with external professionals such as Educational Psychologists, Social Workers, CAMHS and Speech and Language Therapists as needed.

Safeguarding & Compliance

- Maintain clear records, intervention logs, and data on pupil progress and impact of support.
- Ensure compliance with GDPR, health and safety, and risk assessments within the Nurture environment.

General Duties

- Participate in appraisal, INSET and professional development in line with the school's CPD offer.
- Contribute to the wider life of the school, including enrichment activities, transition events and community engagement.
- Undertake any other responsibilities appropriate to the role as directed by the Headteacher or SLT.

Person Specification (Summary)

Essential:

- Relevant qualification in education, child development, behaviour support or equivalent
- Experience supporting children and young people with SEN and SEMH needs
- Strong knowledge of Nurture Group principles and trauma-informed practice
- Proven ability to lead interventions and monitor pupil progress
- Excellent interpersonal and communication skills
- Experience in working collaboratively with families and multi-agency teams

Desirable:

- Mental Health First Aid or Emotion Coaching certification
- Leadership or mentoring experience
- DSL qualification (or willingness to train)

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment. All employees are expected to understand and promote equality and diversity in the course of their work.

SAFEGUARDING CHILDREN

Serenity School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and uphold all relevant procedures.

I have read the Job Description and agree to all the terms and conditions set out. I also agree to comply with all School Policies, Child Protection and Health and Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Team.

Name:

Signature:

Date: