



Kelmscott School

"Putting Learning First"

Nurture Teacher Job Description

**Reporting to: SENDCO
SEN Allowance Included**

Overall Responsibility

- Demonstrate an interest in and understanding of the principles of nurture provision.
- Lead on and develop the school's nurture curriculum.
- Liaise with subject leads to ensure that a broad and balanced curriculum is comprehensively covered.
- To plan, develop and deliver high quality lessons using a variety of approaches, to continually enhance teaching and learning.
- To monitor student progress, keeping student records that include assessment outcomes and targets set at regular intervals in line with school policy, to enable all students to achieve their full potential.
- To maintain and build upon the standards achieved in the award for QTS (Secondary) as set out by the Secretary of State.
- Contribute to the safeguarding and promotion of the welfare and personal care of children and young people with regard to The Every Child Matters agenda and Area Child Protection Procedures.
- Any other reasonable tasks requested by the Headteacher

General Teaching Duties Teaching and Learning

- Manage student learning through effective teaching in accordance with the Department's schemes of work and policies.
- Ensure continuity, progression, and cohesiveness in all teaching.
- Use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of student needs, ensuring equal opportunity for all students.
- Work with EAL/SEN staff and support staff (including prior discussion and joint planning) to benefit from their specialist knowledge and maximise their effectiveness within lessons.
- Support individual learning by planning work with appropriate challenge and monitoring and reviewing student outcomes regularly.
- Implement the Assessment for Learning Strategy using clear and precise learning objectives and defining criteria for success for each lesson.
- Collaborate with SENCO, counsellors, and other relevant staff to enhance teaching and learning quality by contributing to the School Improvement Plan and implementing and monitoring change.

- Set high expectations for all students to deepen their knowledge and understanding and to maximize their achievement.
- Use positive management of behaviour in an environment of mutual respect that allows students to feel safe, secure, and promotes their self-esteem.
- Liaise with other subject leads to ensure all students' needs are met.

Monitoring, Assessment, Recording, Reporting, and Accountability

- Be responsible for the processes of identification, assessment, recording, and reporting for the students in their Nurture group.
- Assess students' work systematically and use the results to inform future planning, teaching, and curricular development.
- Contribute towards the implementation of IEPs as detailed in the current SEND Code of Practice, particularly the planning and recording of appropriate actions and outcomes related to set targets.
- Be familiar with statutory assessment and reporting procedures and prepare and present informative, helpful, and accurate reports to parents.
- Contribute to the review of EHC Plans for students within the nurture group
- Liaise with external professionals and agencies where necessary

Subject Knowledge and Understanding

- Maintain a thorough and up-to-date knowledge of National Curriculum programmes of study, level descriptors, and specifications for examination courses.
- Stay current with research and developments in pedagogy in the subject area.
- Contribute to the effective use of subject resources, including the evaluation of new materials and equipment.
- Stay updated with technological changes and use technology to enhance delivery and student access to the subject.

Professional Standards and Development

- Be a role model to students through personal presentation and professional conduct.
- Arrive in class on or before the start of the lesson and begin and end lessons on time.
- Be familiar with the school's policies and support their application, e.g., Health and Safety, Literacy, Numeracy, and ICT.
- Establish effective working relationships with professional colleagues and associate staff.
- Participate in enrichment activities, after-school clubs, and visits.
- Maintain a working knowledge and understanding of teachers' professional duties and legal responsibilities, including the role of the education service in protecting children.
- Liaise effectively with parents/carers and other agencies responsible for students' education and welfare
- Understand the role of the Governing Body of the school and support it in performing its duties.
- Implement the relevant requirements of the current SEND Code of Practice
- Consider the needs of all students within lessons, especially those with SEND, gifted and talented students, and EAL students.

Health and Safety

- Be aware of personal responsibility for Health, Safety, and Welfare, and that of others who may be affected by your actions or inactions.

- Cooperate with the employer on all issues to do with Health, Safety & Welfare.
- Understand visit procedures and the relevant actions to take when planning out-of-school activities.

Continuing Professional Development

- Take responsibility for personal professional development, keeping up-to-date with research and developments in teaching pedagogy and changes in the school curriculum.
- Maintain an awareness of current issues in SEND in order to be able to plan for effective teaching and learning
- Undertake professional development as identified in the School's Improvement Plan, taking full advantage of relevant training and development available.
- Implement and develop pedagogic procedures introduced through the school, Trust, local, or government initiatives.
- Use new technologies that enhance teaching and learning.
- Participate in leadership, peer, and self-monitoring and evaluation schemes, responding to and acting upon advice and guidance received.
- Carry out reflective practice exercises to improve classroom practice and teaching and learning.
- Use gained time by revising teaching, learning, and curriculum materials for the new academic year; participate in collaborative planning sessions; provide additional student support, or any activity directed by the Lead Teacher.
- Maintain a professional portfolio of evidence and learning log to support the Performance Management process.
- Contribute to the professional development of colleagues, especially ECTs and ITTs.
- Share professional learning, expertise, and skills with team members through departmental training activities such as coaching and mentoring.
- Be aware of resources and programs to support students' social, emotional, and mental health needs.

Safeguarding:

- A requirement to safeguard and promote the welfare of children and young people.

PERSON SPECIFICATION

Qualifications and Training	Essential	Desirable
Qualified teacher status	✓	
Evidence of continuous professional development, particularly in SEND and nurture approaches	✓	
Knowledge and understanding of the SEND Code of Practice	✓	
Further training in nurture provision, SEMH, or therapeutic approaches		✓
Additional qualifications in SEND, safeguarding, or child development		✓
Experience	Essential	Desirable
Proven teaching experience	✓	
Experience in planning and delivering differentiated lessons	✓	
Experience of working with children with SEND, EAL, or SEMH needs	✓	
Evidence of collaborative work with colleagues, support staff, and external agencies	✓	
Proven record of successful organisation and administration	✓	
Experience of managing change effectively	✓	
Experience of working in more than one school		✓
Evidence of raising achievement	✓	
Experience of working with parents and carers to support their children's learning	✓	
Knowledge and Skills	Essential	Desirable
Strong understanding of nurture principles and child development	✓	
Knowledge of National Curriculum and statutory assessment requirements	✓	
Ability to assess, record, and report student progress	✓	
High expectations and positive behaviour management skills	✓	
Skilled in a range of teaching strategies, including differentiation	✓	
Awareness of recent research in SEND, SEMH, and inclusive education		✓
Ability to develop and evaluate new learning resources and approaches		✓
Skills and Attributes	Essential	Desirable
Good communication and presentation skills	✓	
Is able to motivate students and staff	✓	
A commitment to the belief that every child deserves the best possible education	✓	
Ability to work calmly under pressure	✓	
An optimistic outlook	✓	
A capacity for hard work	✓	
An ability to be flexible and use appropriate leadership styles for the situation	✓	
The ability to inspire, challenge and motivate others	✓	
Someone with integrity and the highest professional standards	✓	
An ability to think strategically	✓	
Excellent attendance and punctuality record	✓	
Skills and Attributes... continued	Essential	Desirable
The ability to problem solve	✓	
A commitment to safeguarding and the welfare of students	✓	
An ability to self-reflect and act upon that reflection	✓	
A commitment to equality of opportunity	✓	