



Job Title:	Advisor for Nurture and Behaviour
Location:	Lighthouse Schools Partnership Central team.
Salary Range:	L5-9 (pro rata 3 days per week)
Reports To:	Director of Inclusion

Job Purpose

- To work in partnership with the Director of Inclusion and wider Central Education Team to ensure that all LSP schools develop a nurturing approach to enable more effective inclusion for all pupils.
- The post holder will be a source of advice and expertise, supporting school Nurture and Pastoral /behaviour leads and their teams so that they can provide timely and effective support for children and young people in schools.

Main Responsibilities and Duties

To support the implementation of the Nurture UK 6 principles through:

Whole School Culture:

- Supporting schools to develop whole school cultures of belonging which will support excellent learning.
- Work with schools to ensure that each school has an effective behaviour policy based on positive relationships.
- Support school leaders in further developing effective mental health strategies.

Support the successful set up of Nurture Hubs through:

- Establishing and leading a network for Nurture Group Leaders across the trust
- Ensuring that schools have an effective plan for reintegration of pupils following Nurture Hub attendance.
- Ensuring the Nurture Group leads analyse and evaluate the impact of provision on pupils.
- Attend LA meetings regarding the Nurture Groups and report progress.

Supporting the development of Positive Behaviour systems

- Support schools by reviewing Suspension cases and providing advice to support schools in avoiding PEX.
- Advice and recommendations to schools as needed on individual cases re behaviour / SEMH needs.
- Ensure and communicate a positive approach to understanding the barriers to engaging well with school.
- Review and refine the LSP Pastoral Support Process as appropriate.

Research, Training and Development:

- Design training and development for staff in our schools to enable effective implementation of behaviour and nurture strategies.



- Keep up to date with developments in relevant fields by reading and researching, attendance at courses and participation in relevant professional networks.

Supervision and Management

There is no direct supervision or management of people within this role.

Problem Solving and Creativity

Dimensions

Key Contacts and Relationships

- LSP school leaders and school staff
- LSP Central Education Team
- Nurture UK

Decision Making

Resources

Membership of Nurture UK

Working Environment

Across LSP schools

Office will be based at Central team office, Gordano school.

Special Notes or Conditions

Post holder will need to be able to drive and have use of their own car.

Fixed term for 2 years initially

Name	
Signature	
Date	



PERSON SPECIFICATION

Job Title:	Advisor for Nurture and Behaviour
Location:	Any Lighthouse Schools Partnership location

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and Experience	<ul style="list-style-type: none"> • Significant experience leading on behaviour / Nurture strategies within schools or other linked settings. • Experience of working as part of the senior leadership team within a school or advisory work within a local authority / trust setting. • Knowledge of trauma informed practice. • Experience of working with both primary and secondary pupils. • Experience of identifying, developing implementing, monitoring and evaluating effective strategies for improving behaviour and reducing exclusions. • Evidence of a clear understanding of the needs of pupils and their families from diverse social and cultural backgrounds. • Experience of coaching and mentoring teachers and support staff, as well as delivering training. • Up to date knowledge of relevant legislation and national policy developments and child protection procedures. • Up to date knowledge of the Ofsted framework. • Evidence of continuing professional development • Education to degree level or 	<ul style="list-style-type: none"> • QTS • Experience teaching in an alternative provision/ specialist unit for SEMH needs. • Experience leading and implementing change at scale across a number of schools schools. e.g. across a trust or local authority to support children and young people with significant and complex behaviour needs. • Post graduate qualification in a linked field.



LIGHTHOUSE
SCHOOLS PARTNERSHIP

	equivalent in relevant discipline.	
Skills and Abilities	<ul style="list-style-type: none"> • Good and effective communication skills • Organised and efficient • Solution focussed • Ability to hold others to account • Able to analyse data and develop appropriate steps to support positive change. • Proficient IT skills • Ability to engage and inspire others to think through solutions. 	
Work-related Personal Requirements	<ul style="list-style-type: none"> • Passionate about supporting removing barriers so that they achieve their best. • Ability to build relationships and inspire trust. • Ability to work independently and be self- motivated where needed. • Able to work as part of a team. • Can demonstrate flexibility, enthusiasm, innovative thinking, and self-confidence. 	