



Nurture Assistant

St. Silas Primary School

Are you passionate about children's mental health and well-being? Do you believe that a nurturing environment is the key to unlocking a child's potential?

St. Silas Primary School is looking for a dedicated, empathetic, and proactive individual to join our team. In this role, you will champion our inclusive ethos, helping children navigate their social, emotional, and mental health (SEMH) journeys so they can thrive both in and out of the classroom.

The Details

- **Contract Type:** Fixed Term Contract (12 Months)
- **Grading:** Grade 2, SCP 3-5
- **Hours:** Monday - Friday, 08:15 - 15:45 plus one additional hour for CPD every Wednesday (08:15 - 16:45).
- **Responsible To:** Headteacher

Main Purpose of the Job

Working under the guidance of our SENCo and senior staff, you will establish and run a school nurture group based on the traditional SDQ (Strengths and Difficulties Questionnaire) framework. You will provide targeted SEMH support to individuals and small groups, while also collaborating with and advising class teachers on inclusive classroom practices.

Key Responsibilities

1. Supporting Our Pupils

- **Run Tailored Interventions:** Deliver impactful well-being interventions, including *Drawing and Talking*, *Lego Therapy*, and anger/anxiety management.
- **Foster Growth & Independence:** Monitor, record, and support social and emotional development against individual SDQ profile targets.
- **Energize Playtimes:** Lead, organize, and participate in active, physical games during break times to promote positive peer interaction and emotional literacy.

2. Partnering with Teachers & the SENCo

- **SDQ Management:** Guide and support teachers through the completion and distribution of SDQ assessments to set meaningful pupil targets.
- **Behavior & Restoration:** Address classroom behavior incidents constructively using a **restorative justice approach**, promoting self-control, self-reflection, and independence.
- **Team & Parent Liaison:** Provide clear, evidence-based feedback to the SENCo and teachers. Act as a sensitive, professional point of contact for parents and carers.

3. Managing the Well-Being Curriculum

- **Create the Environment:** Prepare, plan, and resource a welcoming nurture room and specialized playground environment.
- **Policy into Practice:** Implement the Trust Well-Being Policy seamlessly, ensuring lunchtime

supervisors and class teachers are aligned to support individual pupil needs.

4. Supporting the Wider School

- **Ethos & Safety:** Uphold school policies regarding child protection, health, safety, and strict confidentiality.
- **Be a Role Model:** Maintain positive, professional relationships across the school team, participate in training, and bring your own unique areas of expertise to school projects.

Who We Are Looking For

- Someone with a deep understanding of (or a strong desire to learn) SEMH strategies and the nurture group philosophy.
- An excellent communicator who can handle sensitive situations with parents and staff with absolute discretion.
- A proactive team player who is ready to roll up their sleeves—whether that means analysing an SDQ profile or leading an energetic game of tag on the playground.

How to Apply

If you are ready to make a lasting impact on the well-being of our children, we would love to hear from you.

To apply, please complete the Rainbow Education Multi Academy Trust application form and equal opportunities form and return it to: vacancies@remat.org.uk

Application Deadline: 1pm Friday 10th July

Interview Date: Tuesday 14th July

St. Silas Primary School is dedicated to safeguarding and promoting the welfare of children, expecting all staff to share this commitment. The successful candidate will undergo comprehensive pre-employment vetting in line with 'Keeping Children Safe in Education', including an enhanced DBS check with a barred list check and an online search.

We proudly celebrate the diversity of our community and welcome applications from all backgrounds, regardless of race, religion, gender identity, sexual orientation, disability, or age. Our recruitment process is designed to be fair and transparent; if you require any reasonable adjustments to participate in the application or interview stage, please contact the school office to discuss your needs.