

Thank you for your interest in the role of Nurture Lead and Outreach Practitioner. This is a unique role leading the Rutland County Council Nurture Provision based at Edith Weston Academy and being a leading member of the staff team. The role also includes leading the Outreach advisory service across the schools in Rutland.

We are seeking a highly skilled and suitably experienced Teacher who will make a positive impact at Edith Weston, take the lead to continue to develop this role, oversee and manage the Nest provision and deliver high quality advice and support to all schools through outreach. Our ideal candidate will have an interest in SEMH and have a deep understanding of SEND. They will be able to prioritise and manage their time effectively and provide detailed reports and support to all staff. They will work closely with the Headteacher of EWA and play a senior role in the school. They will also work closely with the inclusion team at RCC and provide up to date and quality reports on the impact of the Outreach support.

The Nest Team consists of a Nest Class Teacher and Teaching Assistant(s) who the Nurture lead will line manage and support. Although the Nest is an RCC specialist provision the staff team are very much part of the school and fully integrated into school life.

The person specification and job description can be found in this pack, and as a qualified teacher role this will also fall under the expectations of the latest Teacher Standards and School Teachers Pay and Conditions.

Job title:	Nurture Lead and Outreach Practitioner
Start Date:	September 2025
Salary:	L1-2
Contract type:	Full-time – Initially until August 2026 (as externally funded) but expected to continue beyond
Reporting to:	Headteacher / Local Authority

Brooke Hill Academy Trust is a small Trust of three schools in Rutland and Lincolnshire. All three schools and Headteachers work closely together, along with the CEO, where we believe we all have a collective responsibility to ensure all children in our care deserve the very best education and opportunities.

We hope you will be inspired to apply for this unique and interesting role and would encourage prospective candidates to visit or have a telephone conversation with our CEO, Craig Charteris. This can be arranged by contacting Kate Rickett (Trust Administrator): kate.rickett@brookehillacademytrust.education or by telephoning 01780 720025

This conversation is for you to ask questions and get to know our trust and is not part of the selection process. Information on how to apply for the post can be found in the Applicant pack.

Brooke Hill Academy Trust is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. We are committed to safer recruitment, all offers of employment will be conditional pending positive references, enhanced DBS, qualifications and medical checks. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Please visit our website to view our safeguarding policies. Wherever possible references will be gathered after shortlisting prior to interview.

To apply please complete the application form and return with a supporting statement. Please ensure your supporting statement covers all of the essential aspects in the person specification (using the headings):

- **Qualifications and Self-Development**
- **Experience, Knowledge and Understanding**
- **Skills**
- **Personal Ethos**

The supporting statement should be no more than 2 - 3 sides of A4 (calibri/apos font size 12). The supporting statement will be used to shortlist candidates against the person specification.

If you have any questions or require further information, please email:

kate.rickett@brookehillacademytrust.education

The closing date for this post is Thursday 8th May 2025 at 12pm

Nurture Lead and Outreach Practitioner Person Specification

To be covered in Application Form and Supporting Statement

Essential	Desirable
Qualifications and Self Development	
Degree and QTS	Accredited SENDCO qualification
Relevant recent roles or professional development that helps prepare for this position.	Further relevant professional qualifications
Minimum of 5 years teaching experience	Commitment to ongoing professional development
Experience, Knowledge and Understanding	
Strong understanding of, and commitment to Safeguarding and Equality	Working experience of being a DSL or DDSL
Designated Safeguard (or deputy) trained	SENDCO experience and sound knowledge of the SEND Code of Practice
Experience of teaching in a mainstream Primary school setting	Experience of working in a special provision for SEMH
Experience of leading behaviour and delivering staff training and support	Experience of working in different schools or supporting colleagues in other schools
Experience of undertaking a range of SEND assessments, working with external agencies and securing funding.	Experience of working across the Primary age range
Understanding of working with children with a range of SEMH/ SEND and strategies to support them effectively	Understanding and experience of the EHCP and EHA processes and leading these.
Understanding of what makes 'quality first' teaching, and how to effectively support all children in a mainstream setting	
Skills	
Able to influence, motivate and inspire staff and build effective working relationships	
Able to advise and support effectively to ensure teachers are well skilled in supporting the most challenging children	
Able to evaluate and monitor impact of own work and others to identify and prioritise next steps.	
Strong communication and interpersonal skills	
Personal Ethos	
Commitment to getting the best outcomes for all children	Passion for promoting well-being and creating a culture of excellence
Commitment to equal opportunities and securing good outcomes for all pupils regardless of their needs or background	A positive and energetic attitude with high expectations of self as a professional
Ability to work under pressure and prioritise effectively	
Able to work effectively as part of a team and contribute positively to the life of our schools	

Nurture Lead and Outreach Practitioner Job Description

Job details

Job title: Nurture Lead and Outreach Practitioner

Salary: L1-2

Contract type: Full-time – Initially until August 2026 (as externally funded) but expected to continue beyond

Reporting to: Headteacher / Local Authority

Main purpose

The teacher will:

- Fulfill the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meet the expectations set out in the [Teachers' Standards](#)
- Take specific responsibility and accountability for the day-to-day management and organisation of the Nurture Provision and Outreach Service
- Line manage and appraise Nest Staff
- Assist in the smooth running of the school at all times as a senior teacher.
- Safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Duties and responsibilities

Nurture Lead and Outreach

- Taking overall responsibility for the Nurture Hub to ensure that the needs of all children are met and that detailed records are kept. The Nurture Lead will lead and manage the Nest staff effectively, inspiring and developing good practice
- Working as part of the team to ensure that timetables are adapted to ensure that children make good progress in all areas of the curriculum. This will include overseeing and working with the Nest staff to develop planning and resources for the Nest
- Taking responsibility for collating and analysing assessment data for all pupils accessing the Nurture provision
- Lead in the implementation of routines and programmes to support children's SEMH needs and ensure robust monitoring of these
- Working closely with the Headteacher to deploy staff as needed both in the hub and to support children in the wider school
- Working closely with outside agencies and acting on advice in a timely manner
- Communicating with parents to maintain good working relationships and support where needed
- Supporting colleagues to develop their practice and improve their skills through performance management and regular discussions
- Take a lead in further developing effective practice throughout the school and MAT and working collaboratively the school and MAT SLT
- Work as part of the School Support Partnership, participating in relevant Multi-Disciplinary Meetings
- Deliver Outreach work to all schools within Rutland. This should involve observations, supporting staff, working with parents and, working alongside the school staff, to develop personalised plans for identified children
- Hold regular reviews and offer feedback and advice to parents, staff and other professionals involved with the child
- Monitor impact of Outreach involvement through regular meetings with Head of School and SSP
- Complete Boxall profiles regularly to monitor progress and use these profiles to plan further support
- Carry out performance management for the Nest Team at identified intervals throughout the year
- Plan and deliver training, when necessary, both in school and as part of the Outreach role
- With the Trust Business Manager, manage the identified Nest budget to ensure efficient spending of the budget and monitor the impact of spending and resourcing

Teaching

- Oversee the planning, teaching and lessons in the Nest provision ensuring they to follow the curriculum and schemes of work
- Model excellent practice in nurture and behavioural teaching and learning, routines and expectations.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Set high expectations that inspire, motivate and challenge pupils
- Ensure good progress and outcomes by pupils through quality first teaching
- Demonstrate good subject and curriculum knowledge

Senior Teacher

- Lead by example, with the highest professional and personal standards and classroom management.
- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Provide cover if required to support the good running of the school while cover arrangements are made.
- Support the Headteacher in ensuring the school values are upheld and understood by all
- Under the direction of the Headteacher make decisions in their absence and manage the day to day running of the school.
- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

Class Teacher Job Description

Duties

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and the Teachers Professional Standards. It may be modified by the Trust, following consultation, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Teaching and learning

To adhere to the teaching standards and uphold the professional code of conduct expected of professional teachers

1. Identify and adopt the most effective teaching approaches for all pupils, acting upon advice, training and support to develop practice.
2. To follow all school systems and expectations for teaching, learning and behaviour.
3. Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
4. Assess, monitor, record and report on the learning needs, progress and achievements of pupils, making accurate and productive use of assessment
5. Adapt teaching to respond to the strengths and needs of pupils
6. Set high expectations which inspire, motivate and challenge pupils
7. Promote good progress and outcomes by pupils
8. Demonstrate good subject and curriculum knowledge
9. Participate in arrangements for preparing pupils for external tests
10. Take part in the school's appraisal procedures
11. Take part in further training and development in order to improve own teaching
12. Take part in the appraisal and professional development of others, where appropriate

Whole-school organisation, strategy and development

1. Support the aims, ethos and expectations of the school.
2. Actively participate in staff training and seek appropriate training opportunities to develop self.
3. Attend team and staff meetings.
4. Collaborate and work with colleagues and other relevant professionals within and beyond the school
5. Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
6. Make a positive contribution to the wider life and ethos of the school
7. Communicate effectively with pupils, parents and carers

Health, safety and discipline

1. Promote the safety and wellbeing of pupils
2. Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Personal and professional conduct

1. Uphold the school's code of conduct.
2. Ensure that all required deadlines are met on time.
3. Ensure that all school expectation and policies are adhered to at all times, seeking clarification if unsure.
4. Represent the school in a positive and professional manner in all interactions with stakeholders and the wider community including through social media
5. Ensure that confidential school information is not released to other members of staff, parents or children unless through authorised channels.
6. Develop effective professional relationships with colleagues
7. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school

8. Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
9. Understand and act within the statutory frameworks setting out their professional duties and responsibilities
10. Undertake any reasonable additional duties as directed by the Head Teacher.

Safeguarding

1. Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
2. Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
3. Promote the safeguarding of all pupils in the school
4. To share in the school commitment to safeguarding and promoting the welfare of children.
5. To undertake safeguarding training and seek additional information and training as appropriate.