



## Job Description and Person Specification

<b>Job Title</b>	<b>Nurture Teacher</b>
<b>Department</b>	<b>SEND</b>
<b>Location</b>	<b>Aylsham High School</b>
<b>Grade</b>	<b>MPR/UPR</b>
<b>Responsible to</b>	<b>SENCO's</b>

## Role and Context

**General Requirements and Functions:** *(all staff are expected to be familiar with the mission statement, intended student outcomes and objectives of the school).*

1. To carry out the general and specific professional duties as set out in the School Teachers' Pay and Conditions Document.
2. To maintain the highest quality possible of teaching and learning in the Nurture provision in accordance with school policies and the statutory requirements of the national curriculum.
3. To accept responsibility for promoting and safeguarding the welfare of children and young persons whom you are responsible for and come into contact with.
4. To ensure that you are aware of the Federation's Health and Safety Policy and the requirement to produce risk assessments for certain activities.
5. To act as a form tutor and to carry out duties in accordance with the Aylsham High School form tutor role.
6. To carry out a share of supervisory duties in accordance with published rosters.
7. To provide a strong focus on raising pupil progress in Nurture provision as allocated.
8. To manage students' behaviour to create a successful climate of learning.



## Principal accountabilities

### Specific duties:

1. To provide an environment accessible to students, staff, parents, carers and the community, to meet the schools standards.
2. To develop effective links with parents involved in Nurture provision and SEND within Aylsham High School and across the cluster where applicable.
3. To liaise closely with colleagues in school and across the Cluster Trust to deliver best practice teaching strategies including behaviour management strategies and training for teaching and support staff working with Nurture students.
4. To work in collaboration with the SENCO's to develop the support staff allocated annually by the SENCO's to the Nurture provision, in order to develop support staff training and provide effective sustainability for student progression throughout their years at Aylsham High School.
5. To be an Ambassador for Nurture and raise the profile of Nurture in the Cluster and in Norfolk.
6. To provide continuity of provision and care, guidance and support for the most vulnerable learners across the curriculum. To work with the SENCO's to identify and support those students to make informed decisions on transition to post 16 provision.
7. To mentor, monitor and record student progress in the Nurture provision including the writing of reports and records, maintaining accurate mentoring records and accurate assessment methods, also developing effective liaison with parents and carers. In addition, to ensure that these are shared with appropriate staff.
8. To support the development of schemes of work and methods of teaching/learning within Nurture, as agreed with the SENCO's and the Headteacher.
9. To be aware and act upon national changes in the subject curriculum and the range of courses on offer within Nurture provision to disseminate to appropriate staff.
10. To help establish high levels of expectation and to act as a role model in terms of teaching, learning assessment and pastoral care by setting down clear guidance for students for establishing good standards of achievement and behaviour within the Nurture provision and across the school.
11. To keep abreast of developments including Nurture provision and improvement strategies and to share these with school and cluster colleagues where applicable.
12. To ensure that the Nurture provision continues to contribute to the whole school ethos, the school improvement plan and themes such as careers, citizenship, enterprise, personal spiritual, moral and social development.
13. To attend Parents Meetings and induction evenings.
14. To support SENCO's with the induction and transition process for year 6 students.
15. To carry out any reasonable tasks related to the post that may be requested by the Executive Headteacher.



## Person Specification

This describes the qualifications, experience, skills and knowledge which are essential to do the job to a fully competent level.

Key Areas of Role	Specifications for this Job	Essential/ Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Graduate with Qualified Teacher Status</li> <li>• Good honours degree</li> </ul>	Essential
<b>Skills, Knowledge</b>	<ul style="list-style-type: none"> <li>• Good classroom management skills</li> <li>• Good administrative skills</li> <li>• Good ICT capability and a willingness to embrace new technologies if they enhance learning</li> <li>• Excellent communicator</li> <li>• Ability to make links to other subjects in the curriculum</li> </ul>	All essential
<b>Attitudes</b>	<ul style="list-style-type: none"> <li>• Passionate and committed to teaching</li> <li>• Emphasis on the child at the centre of learning</li> <li>• Reliable</li> <li>• Proactive</li> <li>• Possesses humility</li> <li>• Shares our co-operative values</li> <li>• Willingness to use a variety of teaching and learning styles</li> <li>• Fair but firm discipline with an emphasis on positive rewards</li> <li>• Commitment to the importance of form tutoring</li> <li>• Willingness to teach all subject topics</li> <li>• Commitment towards personal professional development</li> </ul>	All essential



## General Information

- The job descriptions details the main outcomes required and should only be updated to reflect **major changes** that impact on the outcomes of the job
- All work performed/duties undertaken must be carried out in accordance with relevant County Council, department and school's policies and procedures, within legislation, and with regard to the needs of our customers and the diverse community we serve
- Job holders will be expected to be flexible in their duties and carry out any other duties commensurate with the grade and falling within the general scope of the job, as requested by management
- The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

## Ethos

"Learning Together for Excellence"

We believe that every child is capable of achieving success and excellence through hard work, focused concentration and regular deliberate practice.

We are a safe, warm and welcoming community that always looks to treat each other with respect.

Our code of conduct of respect for yourself, respect for others, and respect for the environment help our community to thrive.

## Values

We are a member of The Aylsham Cluster Trust - TACT a co-operative trust. We uphold the co-operative values:

**Self-help** - we help people to help themselves

**Self-responsibility** - we take responsibility for, and answer to our actions

**Democracy** - we give our members a say in the way we run our organisation

**Equality** - we are genuinely inclusive and pursue success for everyone

**Equity** - we carry out our work in a way that is fair and unbiased

**Solidarity** - we share interests and common purposes with our members and other co-operatives

## Our Ethical Values are:

**Openness** - nobody's perfect, and we won't hide it when we're not

**Honesty** - we are honest about what we do and the way we do it

**Social responsibility** - we encourage people to take responsibility for their own community, and work together to improve it

**Caring for others** - we are a nurturing community that takes care of each other and we regularly support charities and local community groups.