

# Brooke Hill Academy Trust



## Nurture TA Application Pack

Thank you for your interest in the role of Nurture **Teaching Assistant** in The Nest nurture provision at **Edith Weston Academy**, we hope you will feel inspired to apply to be part of our team.

We are looking for an enthusiastic and committed Teaching Assistant to join our team to support our children with their learning and behaviour under the direction of the Nurture Class Teacher and Nurture Lead. Initially, this post will be until August 2026 but would hopefully continue pending funding.

### **We are looking for someone who can:**

- Effectively support children's learning and progress and uphold our school values and expectations.
- Understand the role of nurture and effective behaviour management in supporting children with challenging social, emotional and behavioural needs.
- Work on their own initiative, following the direction and planning of the class teacher.
- Act calmly and professionally in all situations.
- Build positive relationships with children and colleagues to support the children effectively.

The Nurture Nest at Edith Weston Academy is a special provision, funded by Rutland County Council, that provides a full-time alternative provision for children across the county. They will join the Nest for a year before transitioning back to their home school once the intervention is complete.

Although the Nest is a separate provision, it is located within the school and the staff are very much part of our team. At Edith Weston Academy, we want everyone in our team to be passionate about our school. We expect everyone to be committed to making our school the best it can be for the children, willing to go the extra mile every day and be actively involved in all aspects of school life.

**Contract Type:** Temporary (initially until the end of the academic year 2026 due to the funding agreement but we do hope that this will continue after that)

**Hours:** 27.5hrs/week - Term Time only (38 weeks/ year)

**Salary:** £23,194 Pro Rata (please be aware this is the full time equivalent, not the actual salary).  
£12.06/hour

Edith Weston Academy is part of the Brooke Hill Academy Trust comprised of three primary schools in Rutland and Lincolnshire. One of the driving values of our MAT is that our schools are treated as individuals, have their own character and serve their own unique communities. We share a common bond and work closely together to provide many opportunities for the children to work, learn and have fun with other children from across the Trust.

For more information about our school please visit our website [www.edithwestonacademy.co.uk](http://www.edithwestonacademy.co.uk) or visit the Trust website [www.brookehillacademytrust.co.uk](http://www.brookehillacademytrust.co.uk)

Thank you again for considering joining our team at Edith Weston Academy, we look forward to meeting you soon.



Visits to the school are encouraged and can be arranged via email or contact the school office:  
[\(01780 720025\)](tel:01780720025)

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

- Experience, Knowledge and Understanding
- Skills
- Personal Ethos

**The application form and supporting statement will be used to shortlist candidates against the person specification.**

If you have any questions or require further information, please email:  
[slt@brookehillacademytrust.education](mailto:slt@brookehillacademytrust.education)

**The closing date for this post is Thursday 4<sup>th</sup> September at 12pm**

We have scheduled interviews to take place during the week commencing 8<sup>th</sup> September, an official date will be confirmed nearer the time. Should this week not be suitable, please let us know at point of application.

Please be aware that we are committed to safer recruitment and safeguarding and 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.

## Nurture Teaching Assistant Person Specification

Essential	Desirable
Qualifications and Self Development	
Qualifications including GCSE Maths and English - grade C or above.	Teaching assistant qualification (level 2 or 3) or other relevant qualifications.
Experience, Knowledge and Understanding	
An understanding of Safeguarding and the latest Keeping Children Safe in Education (KCSIE) guidance.	An understanding of safeguarding expectations in school and experience of working within a safeguarding environment.
To desire to support children to achieve the best they can.	Previous experience working in a school environment.
Ability to manage time effectively.	Previous experience working with children.
Demonstrate confidentiality.	Understanding of children with Social, Emotional, Behavioural needs and how to support them.
An understanding of and commitment to equality of opportunity.	Team Teach trained.
Skills	
Ability to prioritise work.	Workplace experience of working professionally, understanding confidentiality.
Ability to show flexibility of thought and independence.	
Must be able to meet the physical demands of the role.	
Personal Ethos	
A real passion for making a difference to the lives of children.	Ability to communicate with a wide range of people.
Be flexible to changing demands of the post.	
Initiative and the ability to work without supervision.	
Work as part of a team.	Experience working in a team environment, following direction and taking guidance.

## **Nurture Teaching Assistant Job Description**

### **Main purpose**

- Work with the Class Teacher and Nurture Lead to support the children in their social and behavioural learning as well as supporting their academic progress.
- Support pupils' independence, self-esteem and social skills.
- To provide a safe and supportive environment for the children to succeed in.

### **Duties and responsibilities**

#### **Teaching and learning**

- Demonstrate an informed and efficient approach to teaching and learning by adopting relevant strategies to support the work of the teacher and achievement of the children.
- Promote, support and facilitate inclusion by encouraging participation of all pupils in learning.
- Support the teaching of a broad and balanced curriculum.
- Manage behaviour effectively and pro-actively following the Trust policy and guidance to support the children to access their learning and develop positive social skills.
- Support Class Teachers with maintaining good behaviour and discipline among pupils, managing behaviour effectively to ensure a safe learning environment.
- Support the organisation of teaching space and resources to help maintain a stimulating and safe learning environment.
- Observe pupil performance and pass observations on to the Class Teacher and Nurture Lead as appropriate.
- Supervise the group if the teacher is temporarily unavailable.
- Use ICT skills to advance pupils' learning.
- Undertake any other relevant duties given by the Class Teacher.

#### **Planning**

- Contribute to effective assessment and planning by supporting the monitoring, recording and reporting of pupil performance and progress as appropriate.
- Read and understand lesson plans shared prior to lessons, if available.
- Prepare the classroom for lessons under the guidance of the Class Teacher.

#### **Working with staff, parents/carers and relevant professionals**

- Communicate effectively with other staff members and pupils, and with parents and carers under the direction of the Class Teacher.
- Communicate their knowledge and understanding of pupils to other school staff and education, health and social care professionals, so that informed decision making can take place on intervention and provision.
- Contribute to meetings with parents and carers by providing feedback on pupil progress, attainment and barriers to learning, as directed by teachers.
- Under the guidance of the Class Teacher, keep other professionals accurately informed of performance and progress, or concerns they may have about the pupils they work with.
- Understand their role in order to be able to work collaboratively with classroom teachers and other colleagues, including specialist advisory teachers.
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues.

### **Safeguarding and Health and safety**

- Understand the use of Positive Physical Intervention and be prepared to support and use this following the Trust PPI policy and any guidance/ advice from training, Class Teacher, Nurture Lead or Headteacher.
- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies.
- Promote the safeguarding of all pupils in the school.
- Promote the safety and wellbeing of pupils and help to safeguard pupils' wellbeing.

#### **Professional development**

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness.
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Take part in the school's appraisal procedures.

#### **All staff are required to follow school policies and the staff code of conduct.**

Please note, this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.