

## **Reddish Hall School**

### **Job details**

**Job title:** Nurture Lead Teacher

**Reporting to:** Nurture Lead

### **Duties and responsibilities**

#### **Teaching**

- Whilst maintaining appropriate professional boundaries between adults and children, establish secure and trusting relationships with pupils to facilitate their learning and development.
- Plan and teach well-structured lessons, following the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment.
- Adapt teaching to respond to the strengths and needs of pupils.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge.
- Participate in arrangements for preparing pupils for external tests and assessments.
- To lead the learning of a group of pupils who experience a range of needs and challenges (primarily social, emotional and behavioural).
- To play a lead role in the development of the nurture group in accordance with nurture group principles to ensure that barriers to learning are reduced and to support students to achieve their full potential.
- To take a supporting role in monitoring to ensure that the school's systems for promoting positive behaviour and attitudes to learning are effective.
- To plan and deliver engaging and motivating experiences relevant to the nurture group principles (children's learning is understood developmentally; the classroom offers a safe base; nurture is important for the development of self-esteem; language is understood as a vital means of communication; all behaviour is communication; transitions are significant in the lives of children).
- To develop an appropriate, broad, balanced, relevant, differentiated and challenging curriculum to all pupils appropriate to their needs.
- To provide support for a named group of children through a carefully structured timetable that balances learning, affection, personal development and structure within a caring home-like atmosphere.
- Ensure all objectives on each individual child's Educational Health Care Plan are addressed, continually enabling at least good progress.
- To manage the work of allocated support staff, including timetables and assessments.
- In line with school policy, mark and provide feedback on pupils' work set in school and for homework so that they understand how to improve.
- Work positively in partnership with the child's parents/carers and external agencies as appropriate to support named children's social, emotional and academic development.
- To ensure a consistent approach to managing behaviour and promoting positive attitudes to learning.
- To attend and contribute appropriately to Educational Health Care Plan Reviews, pupil progress meetings and parent/carer meetings.
- To provide or contribute to oral and written assessments relating to individual pupils or groups of pupils, internally, with parents and outside agencies.
- To contribute to whole school planning activities.

## **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, to support the school's values and vision.
- Make a positive contribution to the wider life and ethos of the school.
- Work with others on curriculum and pupil development to secure co-ordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.
- Support and drive the development of the school's nurture provision to ensure it is optimised and tailored to the needs of our learners.

## **Health, safety and discipline**

- Promote the safety and wellbeing of pupils.
- Maintain good order and discipline among pupils, managing behaviour effectively, in line with school policies and practices, to ensure a good and safe learning environment.
- Follow CPI guidance for managing challenging behaviour.

## **Professional development**

- Take part in the school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.
- Where appropriate, take part in the appraisal and professional development of others.

## **Communication**

- Communicate effectively with pupils, parents and carers

## **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 of 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.
- **Trauma-Informed Practice (TIP) Approach:**
- At Reddish Hall School, we embrace a Trauma-Informed Practice (TIP) approach to support the unique needs of our young people, particularly those with social, emotional, and mental health difficulties. Candidates should demonstrate an understanding of trauma-informed principles, which prioritize safety, trustworthiness, and empowerment in all interactions with students. This approach recognizes the impact of adverse childhood experiences (ACEs) and aims to create a supportive environment that fosters resilience and healing. Staff are expected to engage in continuous professional development related to trauma-informed strategies, ensuring that they can effectively support young people in their emotional and educational journeys. By embedding TIP into our daily practices, we strive to cultivate a nurturing school culture that promotes emotional literacy, reflective skills, and positive behavior choices.

## **Management of staff and resources**

- Direct and supervise support staff assigned to them,

- Deploy resources delegated to them.
- Undertake line management responsibilities for allocated staff members.

The teacher will be required to safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct.

Please note that 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 teacher 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.