



**JOB DESCRIPTION: Middle Leader-Lead teacher for Secondary Nurture and Communication and Interaction provision**

Lamledge School

**RESPONSIBLE TO: Head Teacher**

**JOB SUMMARY:** The post holder will be expected to develop and lead the school's Secondary Nurture and Communication and Interaction provision; co-ordinating the teaching of flexible, person-centred programmes of study for designated individuals and groups of children/young people in Key Stage 3 and 4, with SEMH, C and I, S and P and C and L difficulties and complex behavioural needs. To work with the Head Teacher, Deputy Head Teacher, leadership team and other stakeholders to secure high standards throughout the school.

**HOURS OF WORK:** 195 days per year (Term Time Only including 5 non-pupil days). 40 hours per week

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## **DUTIES AND RESPONSIBILITIES**

1. To be responsible for the school's Nurture and Communication and Interaction curriculum as required to fulfil the school development plan.
2. To lead the Nurture and Communication and Interaction section by demonstrating outstanding practice at all times and acting as a role model for other teachers.
3. To be responsible for the planning/co-ordination of schemes of work for your specific area of responsibility.
4. To support colleagues and peers to develop their expertise in planning, preparation, assessment and target setting.
5. To maintain an awareness of curriculum developments both locally and nationally.
6. To be class teacher for a key stage 3/4 mixed ability group; delivering creative lessons using the whole site and not restricting learning to the classroom.
7. To be responsible for the line management of the departmental staff, as well as the day to day running of the department
8. To meet in full the Professional Standards for Teachers
9. To model and promote good practice in teaching and learning
10. To contribute to and help implement developments that relate to the School Development Plan as well as hold AAD champion role
11. Make baseline assessments of educational attainment, and set challenging yet achievable targets for improvement.
12. To monitor progress and targets to ensure that each individual pupil is able to achieve planned outcomes
13. Write educational reports for a variety of audiences; local authorities, parents/carers and staff colleagues.
14. To ensure that all relevant education policies and procedures are implemented in full



15. To collaborate with colleagues in order to ensure effective full curriculum coverage and delivery.
16. Follow the schools policy for Planning, Assessment, Recording and Reporting.
17. To work as a key member of the multi-disciplinary team which encompasses education, residential care and the clinical team
18. To maintain effective links with external colleagues and organisations.
19. To work positively with families, carers, all stakeholders, and others involved with pupils.
20. Attend and actively contribute to staff meetings and represent the whole education team at meetings as appropriate.
21. To ensure that appropriate standards are maintained, especially in relation to education, care and clinical programme for students, in accordance with company policies.
22. To adhere to the Special Education Needs Code of Practice and other relevant legislation
23. Exercise vigilance in respect of Health and Safety and promptly report all hazards and/or remedying them where appropriate. Undertake all duties in a manner calculated to minimise or avoid unnecessary risks, personally or to others.
24. Operate at all times in accordance with company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations and Behaviour Policies
25. Report issues and/or incidents relating to staff and pupils that have arisen in the day promptly to the relevant Line Manager or appropriate person
26. Identify purposeful educational training needs that will benefit personal professional development and/or young people, participate in mandatory training and supervision.
27. Participate in team meetings, supervisions and annual reviews in accordance with Company policy and the standards set by the Regulatory Body
28. Work to promote the school as a valued, professional asset within its community and also to promote a culture that individuals and staff conduct themselves at all times in a manner that reinforces this image
29. Ensure that all actions are in the interests of pupils and the Company.
30. To work to and exhibit the values of the Company and maintain standards of behaviour in accordance with Company policies, procedures and practices
31. To carry out any other reasonable and relevant duties as required



## PERSON SPECIFICATION

### Middle Leader-The Oaks (Nurture and Communication and Interaction Lead)

#### Lamledge School

Category	Essential	Desirable	Method of Assessment
<b>Education/Qualifications</b>			
Qualified Teacher Status	✓		Interview Application Form/Qualification check
Degree in Nurture and Communication and Interaction Education	✓		Interview Application Form/Qualification check
<b>Knowledge &amp; Experience</b>			
Knowledge of current education in terms of practice and process.	✓		Interview/Application Form
Knowledge of online learning opportunities.	✓		Interview/Application Form
Knowledge of the National curriculum	✓		Interview/Application Form
Experience of working with young people with SEMH/behavioural difficulties.	✓		Interview/Application Form
<b>Skills &amp; Abilities</b>			
Ability to lead and motivate staff and act as an effective role model.	✓		Interview/Application Form
Ability to work effectively in a team.	✓		Interview/Application Form
Effective IT skills.	✓		Interview/Application Form
The desire to work with a challenging client group and empower them to succeed.	✓		Interview/Application Form
Flexibility.	✓		Interview/Application Form
Ability to work under minimal supervision.	✓		Interview/Application Form
Ability to build and maintain effective working relationships.	✓		Interview/Application Form



Ability to reflect and critically appraise own performance	✓		Interview/Application Form
Ability to maintain accurate record keeping systems.	✓		Interview/Application Form
Ability to demonstrate an awareness of equality issues and commitment to the aims and objectives of the policy in employment and client care and education. Able to deal fairly and equally with colleagues and young people.	✓		Interview/Application Form
Ability to cope with the physical and emotional demands of working with challenging children and young people.	✓		Interview/Application Form
Ability to plan programmes of study/schemes of work for a range of subject areas.	✓		Interview/Application Form
Awareness of effective teaching and learning styles and assessment.	✓		Interview/Application form
Commitment to person centred non-discriminatory practice.	✓		Interview/Application Form
Effective communication and presentation skills.	✓		Interview/Application Form