KS3 Nurture Teacher – Job Description

Job Title:	KS3 Nurture Teacher
Reporting to:	Assistant Principal
Line Managing:	Potential line management of classroom based staff
Responsibilities:	Undertake professional duties of a teacher as set out in the STPCD and teacher standards
Working with:	Leadership team and all staff

Aims and purpose of the role

The study of the resilience curriculum creates opportunities for students to develop the foundation skills, knowledge and understanding within a range of structured curriculum opportunities throughout the school.

Teachers across the key stages will work together to strategically plan to raise attainment across age, range and phase; supporting progress through educational experiences that supports effective planning, teaching, learning and assessment.

The general professional duties of a teacher are set out in the STP & C document; the post holder will ensure the effective provision of teaching, behaviour and therapeutic support to children who attend the school and will facilitate and secure the successful re-integration for students into the school, which will be agreed at review. In addition:

- To provide high quality learning and teaching within the School
- To lead a KS3 'Nurture and Development' class
- To provide positive behaviour management and social development of students
- To work in partnership with parents and carers in supporting the education of their children.

General responsibilities

1. The education and welfare of designated classes or groups of students in accordance with the requirements of Conditions of Employment of School Teachers, having due regard to the Unified Academy's aims, objectives, schemes of work, and policies.
2. Promote the safety, safeguarding and well-being of students, by following the latest requirements of Keeping Children Safe in Education and the school's child protection policy.
3. Be aware of and comply with policies and procedures relating to safeguarding, child protection, health and safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
4. To carry out any reasonable instructions given by the Principal or Senior Leadership Team.

Specific Duties

1. Management of Learning, Teaching and Resources
    - Have clear intentions for children's learning and to use knowledge of school policy and National Curriculum requirements to plan differentiated work to meet the needs of individuals and groups promoting progression, continuity and quality of learning.

- Teach a range of subject and skills to KS3 students in order that they receive a broad and effective curriculum that will prepare them well for their next stage of education.
- Contribute to the development of a 'Nurture' style approach for KS3 students under the direction of the Principal and SENCo.
- Use a variety of suitable teaching and learning styles and to communicate clear learning objectives and expectations.
- Use relevant classroom management strategies to ensure that a purposeful environment for teaching and learning can take place.
- Organise and maintain a stimulating working environment appropriate for the range of activities taking place.
- Ensure that resources and the classroom environment are organised and readily available to promote learning.

2. Management of People and Students
   - Support positive behaviour taking into account the personal, social and emotional needs of students.
   - Establish and maintain a positive regard towards both students and staff, promoting equality and diversity.
   - Be aware of and support difference to help ensure everyone else has equal access to the facilities and feels valued, respecting their social, cultural, linguistic, religious and ethnic background.
   - Work as a member of a team, planning co-operatively, sharing information, ideas and expertise.
   - Consult and plan with multi-agency colleagues, as appropriate.
   - Act as a form tutor and establish good relationships with families to promote students' learning and development.
   - To be responsible for the day to day organisation and outcomes of a cohort, or Tutor Group, of students.
   - To liaise with parents/carers and other agencies on matters relating to the welfare of an individual student.

3. Evaluation and Quality
   - Consistently and accurately assess students' progress and achievement, especially in English, Maths, Science and PSHE.
   - Monitor and assess students' work and use assessment data effectively to inform planning and identify individual needs. Use these assessments to set appropriate targets.
   - Keep effective and in-depth records of student progress and report overall achievement in line with school policy and statutory requirements.
   - Write reports for Annual Reviews and student progress meetings and provide high quality evidence to present at review.
   - Gather evidence of work for the purposes of moderation.

4. Management and Administration
    - Attend and lead assemblies as required.
    - Register students at the beginning of the morning and afternoon sessions.
    - Supervise students according to agreed rotas.
    - Attend weekly staff meetings and general meetings as part of the school meeting cycle.

5. Professional Development
    - Attend school based in-service training.
    - Deliver in-service training to colleagues as appropriate.
    - Take an active part in identifying and working on one's own professional development needs.

6. Whole School Responsibilities
    - To contribute to the school improvement planning and school self-evaluation process as appropriate.
    - To be an active member of a faculty/departmental team.
    - Participate in the Appraisal process agreed in the Academy, in line with national guidelines.
    - The post-holder may be required to work in different provisions within the Academy Trust, following discussion.
    - To comply with all Academy policies and procedures.
    - To play a full and active part in the life of the school.

Person Specification and Selection Process

KS3 Nurture Teacher

This person specification will be used for recruitment to the KS3 Nurture Teacher role. It will form the basis of the application form, and candidates will also be assessed against aspects of this person specification at interview.

Essential on Appointment	Desirable
Qualifications	
• Qualified Teacher Status.	• Professional qualification in the area of special educational needs. • Primary or Cross Phase trained
Knowledge and Experience	
• Substantial and recent experience of teaching pupils/students with special needs, including autism, to a high standard. • Experience of working effectively with young people who present with a range of challenging behaviour. • Experience of working with clear guidelines, procedures and adhering to safeguarding and child protection. • An in-depth knowledge of Target Setting & Assessment Procedures. • A sound understanding of curriculum planning, (AFL, differentiation and progression). • Demonstrate evidence of good pedagogy and practice (observations & Inspections). • Understanding of working with people with challenging behaviour / complex needs / disabilities. • Evidence of successful inter-agency and multi-agency partnership working, including with parents/carers.	• An understanding of recent general educational developments including new developments and initiatives. • Knowledge of alternative curriculum and or alternative learning qualifications in various subjects. • Sound understanding of recent developments in education and their impact on special schools and the wider communities.
Skills and Qualities	
• Proven ability to demonstrate and lead outstanding classroom practice, including innovative curriculum development and planning. • Proven ability to use assessment effectively to inform pupil/student progress and to analyse data to help the target setting process. • Evidence of effective target-setting to promote student progress.	• Evidence of a reflective and restorative philosophy when managing challenging behaviour.

• Demonstrate commitment to child protection and safeguarding (including e-safety) within the curriculum. • Demonstrate commitment to equal opportunities within the whole school. • Ability to quickly establish relationships with young people, vulnerable people and families with complex needs. • Demonstrate ability to organise and manage classes to create an effective learning environment. • Demonstrate the ability to manage and be part of a team in all curricular matters. • Demonstrate success in promoting the general progress and well-being of students and providing guidance and advice on educational and social, contextual issues. • Creative and innovative approaches to learning.	
Personal Skills	
• Generate enthusiasm for new ideas in both pupils/students and staff, and inspire others with confidence and professional autonomy. • Ability to maintain confidentiality in the light of handling sensitive information. • A solution focused approach to problem solving. • Demonstrate a high level of resilience - personal and interpersonal teaching skills. • Demonstrate regular attendance and punctuality. • Enthusiasm and capacity for hard work. • Communicate effectively to a range of different audiences, orally and in writing • Ability to prioritise, plan and manage own time effectively and work to deadlines. • Evidence of competence in use of ICT.	

As part of Orchard Hill College& Academy Trust's pre appointment checks, current and past employers will be contacted for short listed candidates.

Any discrepancies or anomalies, and/or issues from references will be discussed at interview with shortlisted candidates.