



Job Description

Nurture Lead

Purpose of the Post

To lead and manage a new space in the school, designed to get students not attending lessons back into the classroom. To plan, adapt and deliver a tailored curriculum in English, Mathematics and Science at Key Stage 3 (KS3) level, with a focus on addressing gaps and misconceptions to support progression into Key Stage 4 (KS4).

Accountable to: Deputy Headteacher

Accountable for: Students within Alternative Provision Unit

TLR: 2.1

Key Accountabilities

- Plan, organise and deliver high-quality lessons in English, Mathematics and Science to KS3 students within a bespoke space.
- Knowledge of and/or experience of KS2 English, Mathematics and Science is desirable and is used to inform the provision of filling gaps and challenging misconceptions.
- Focus on identifying and addressing gaps in knowledge and misconceptions to support KS4 readiness.
- Differentiate teaching approaches to meet the needs of individual students and promote engagement.
- Develop and implement innovative teaching strategies that motivate and inspire students with diverse needs and backgrounds.
- Maintain high standards in teaching and learning, ensuring all students are challenged and supported to achieve their potential. High standards of behaviour are expected.
- To motivate, enthuse, excite and challenge students to produce the highest quality work.
- To respond to professional development opportunities and work within the school's Continuing Professional Development Framework, including ICT developments.
- To support departmental and school approaches to assessment, recording and reporting.
- To participate in the pastoral organisation of the school as a form tutor, as required.

Curriculum Planning and Adaptation

- Collaborate with Curriculum Leaders for English, Mathematics and Science to ensure alignment with the whole-school curriculum and subject specific standards.
- Adapt and design curriculum materials to create a bespoke learning experience that meets the needs of students requiring additional provision.
- Monitor and evaluate the effectiveness of the curriculum and make necessary adjustments.

Assessment and Feedback

- Conduct regular assessments to track student progress and identify areas requiring additional support.

- Provide detailed, constructive feedback to students to support their learning journey.
- Use assessment data to inform planning and intervention strategies, as well as supporting the transition back into mainstream education.

Leadership and Collaboration

- Lead the teaching and learning within the Alternative Provision 2pace, ensuring a safe, inclusive and productive learning environment.
- Lead and coordinate opportunities for other subjects to be delivered as apart of the curriculum, such as vocational subjects. This could involve seeking and liaising with external providers.
- Build strong and effective links with subject leaders and wider school staff to ensure consistency and quality across the curriculum.
- Liaise with parents, carers and external agencies as required to support student progress and wellbeing.
- Lead and work alongside a Teaching Assistant (TA), providing leadership and allocating them to work with students on a one-to-one basis to support targeted learning goals.
- Set and model high expectation for behaviour management, fostering a positive and respectful learning atmosphere.
- Collaborate closely with members of the pastoral team, including safeguarding officers, mental health leads, Heads of Year and attendance officers to ensure holistic support for students.
- Promote the school's ethos and behaviour management approach.
- Participate as a member of the panel assessing student applications for joining the Alternative Provision and support the reintegration of students back into mainstream education when appropriate.

Student Support and Development

- Create and maintain a positive learning environment that supports student confidence and achievement.
- Employ a nurturing approach to address social, emotional and academic needs.
- Work closely with pastoral staff to ensure holistic support for students in the Additional Provision Unit.
- Address and manage the diverse learning and behavioural challenges of students effectively.
- Work effectively with parents to ensure they are informed and involved in their child's progress and experience throughout their time in the Alternative Provision Unit.
- Monitor student attendance and work collaboratively with parents, school staff and external agencies to improve attendance where necessary.

Thamesmead School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).