



Job Description & Person Specification TA (Specialist SEMH Nurture Provision)

The overall purpose of this job is to support the wellbeing and emotional needs of the children within the specialist provision; delivery of a nurture-based curriculum with quality teaching and learning according to individual need; promoting and developing social development and involvement in the wider life of the school; enabling pupils to become more independent learners and implementing all safeguarding policies and procedures.

The role will involve supporting the Inclusion Lead / Inclusion HLTAs by:

- Assisting with planning to ensure targets on individual plans are met and that the school's inclusion, H&S and behaviour policies are followed.
- Delivering quality teaching and interventions to small groups of children or 1:1 as required.
- Organising and safely managing the appropriate learning environment and resources.
- Contributing to programmes of monitoring, observation and assessment as planned by the Inclusion Lead and Inclusion HLTAs and contribute to reports, evaluations and other information to assist in the provision of appropriate support for specific children.

The role will involve supporting children by:

- Using behaviour support strategies, in line with the school's Respect and Regulation Handbook and policies and procedures, to contribute to a purposeful learning environment and encourage pupils to interact and work co-operatively with others.
- Supporting pupils in the learning environment by modelling and teaching emotional regulation strategies that help the children identify their feelings, emotions and behaviour responses.
- Supporting children to access elements of core subjects to support their transition back into mainstream education.
- Acting as a role model for children when interacting with adults and children in the classroom and school environment.
- Modelling through play developmentally appropriate social skills and support children to develop independence, perseverance, turn taking skills and help them to learn how to negotiate and build relationships.
- Promoting independence, inclusion, acceptance and equality of access to learning opportunities for all pupils.
- Always assisting with the supervision of pupils through the day (*for example breaktimes and lunchtimes*).
- Supporting team and pupils on visits, trips and out of school activities as required.
- Celebrating academic and SEMH achievements with children through displays, work in books and sharing with other staff in the school.

The role will involve supporting the school by:

- Complying with all school policies relating to:
 - Health and Safety
 - Equal Opportunities
 - Child Protection and Safeguarding
 - Confidentiality and data protection (GDPR).

- Participating in meetings and team development activities to support the achievement of individual and team performance and development objectives.
- Building and maintaining positive and constructive working relationships with pupils, parents and colleagues to maximise pupils' development and maintain the overall ethos of the school.

Person Specification

	Essential	Desirable
Qualifications	<p>NVQ level 3 or equivalent in relevant subject or significant experience of working with children with SEMH challenges</p> <p>Good level of literacy and numeracy</p>	<ul style="list-style-type: none"> • First Aid qualification
Job related knowledge & Skills	<p>Appropriate IT and keyboard skills to effectively use ICT to support learning</p> <p>Demonstrable experience of working with primary aged children.</p> <p>Appropriate level of data protection, security and confidentiality awareness</p> <p>Appropriate awareness of working within statutory safeguarding guidance (KCSIE, Prevent etc.) to promote safeguarding of all pupils in school.</p>	<ul style="list-style-type: none"> • Restorative practices e.g. Emotion Coaching / Therapeutic Thinking • Team Teach / Positive Handling • ADHD / Autism / Attachment Disorders training • Therapeutic Interventions e.g. Lego Therapy, Drawing & talking, Protective Behaviours etc.
Personal Qualities	<p>Willingness to participate in training and personal development.</p> <p>Flexibility & Resilience</p> <p>Excellent communication skills</p>	<ul style="list-style-type: none"> •
Physical	<p>Must be able to meet the physical demands of the role</p>	<ul style="list-style-type: none"> •

This job description and person specification outlines the main duties of the post but does not exclude other duties, which may be undertaken to ensure the efficient operation of the school. Other duties required will be consistent with those listed above and appropriate to the title and grade of the post. PDET and St James are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.