

MATRIX ACADEMY TRUST
Job Description – Nurture Practitioner

Arrangements:	Full time – 37 Hours Term Time Only 39 weeks a year Working Hours: Monday – Thursday 8:00AM – 4:00PM, Friday 8:00AM – 3:30PM (including a 30 minute lunch)
Salary:	Scale Group 7, Spine Point 25 – 28
Line Manager:	Assistant Headteacher for Inclusion. Working in partnership with: Senior Leadership Team, SENDCo, Teaching Staff and Outside Agencies.
Main Purpose:	The aim of the Nurture Provision is to create a safe, supportive, and predictable learning environment that addresses social, emotional, and behavioural needs, fostering secure attachments and enabling children to overcome barriers to learning and succeed.
Main Activities:	• Develop an understanding of the complex needs of the pupils in your care. • Establish constructive relationships with pupils and interact with them according to individual needs, treating them with respect and consideration. • Set challenging and demanding expectations and promote self- esteem and independence • Support positive behaviour taking into account the personal, social and emotional needs of pupils. • Create a safe and respectful environment for all pupils • Monitor the social, emotional and physical wellbeing of the pupils • Contribute to the development of a 'Nurture' style approach for KS3 pupils following the six nurture principles. • Teach a range of subjects and skills to KS3 pupils in order that they receive a broad and ambitious curriculum that will prepare them to succeed once they join the main curriculum, full time. • Use appropriate teaching and learning principles and practices to communicate clear learning objectives and expectations. • Provide feedback to pupils in relation to progress and achievement under the guidance of the Assistant Headteacher. • Organise and maintain a stimulating working environment appropriate for the range of activities taking place, using resources that promote learning and inclusion. • Act as a form tutor and establish good relationships with families to promote pupils' learning and development. • Support activities outside the classroom tailored to pupils' specific needs. • Support on school trips. • Promote the inclusion and acceptance of all pupils.
Additional Duties:	• To play a full part in the life of the school community and to

	support its distinctive mission and ethos. • Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with. • Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. • Be aware of, support and ensure equal opportunities for all. • Contribute to the overall ethos/work/aims of the school and supports its distinction mission • Appreciate and support the role of other professionals. • Participate in training and performance development as required • Any other duty as deemed appropriate to the post by the Headteacher.
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Person Specification – Nurture Practitioner

Factors	Essential or desirable	Measured by A - application S - selection method I - interview
Qualifications		
Adequate level of literacy and numeracy (GCSE grade C or equivalent in English & Maths).	E	A/I/S
Mental Health First aid trained	D	A
Any other relevant qualifications surrounding SEND, pastoral care, HTLA	E	A
Experience and Knowledge		
Working within a similar role and environment involving young people for at least 3 years	E	I/A
Experience of supporting children who have Social, Emotional and Mental Health needs	E	I/A
An understanding of national curriculum and other learning programmes and strategies	E	I/A
Experience of providing intervention sessions or teaching groups of young people or on a 1-1 basis	E	I/A
Knowledge of safeguarding processes and procedures within a school or similar environment	E	A/I
Computer and keyboard skills and to be able to operate relevant office equipment and IT packages (Microsoft Office)	E	I
Working in an Alternative Provision unit or SEMH School	D	A/I
Knowledge of nurture principles	D	A/S/I
Ability and willingness to undertake Nurture Practitioner accreditation successfully		
Knowledge of Management Information Systems	D	A/I

Familiar with office equipment e.g. phone systems, copiers	D	A/I
Practical Skills, Personal Qualities and Behavioural Attributes		
Excellent communication and interpersonal skills	E	A/I/S
Ability to build rapport with students, parents, and colleagues	E	A/I/S
Have strong organisation and time management skills	E	A/I/S
Able to prioritise own workload and multi-task	E	A/I/S
Ability to be a flexible worker due to the different demands of the role	E	A/I/S
Be self-reflective and independent	E	A/I/S
Be motivated, resilient and able to work alongside pupils that can sometimes have distressing experiences	E	A/I/S
An open, honest and active listener	E	A/I/S
An ability to remain calm when under pressure	E	A/I/S
A friendly, professional and respectful approach which demonstrates support and a commitment to providing a quality service	E	A/I/S
Ability to handle highly confidential information	E	A/I/S

Matrix Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All posts within Matrix Academy Trust are subject to pre-employment and vetting checks as required by Keeping Children Safe in Education, including satisfactory references and enhanced criminal record checks with the Disclosure and Barring Service (DBS).