



Lead Nurture Teacher

Candidate Information





A message from the Headteacher

Dear Candidate,

Applications are welcome for the position of Lead Nurture Teacher at The Heights, Burnley. This is a special opportunity for an outstanding, ambitious and dynamic person to join our school during the most exciting new phase of its journey. The Heights, Burnley is an alternative provision school that places the best interests of young people at the heart of everything we do. The Heights will support its children with state-of-the-art facilities in a brand-new building. We are an academy under the sponsorship of the Education Partnership Trust (EPT).

At the Heights, everyone is committed to providing the best educational experiences and opportunities for our students. At the heart of the school's work is a commitment to high quality teaching and learning and achievement for all: for our students to be safe, happy and successful developing into caring, responsible citizens, who participate fully in school life and are proud of their achievements. Every student at The Heights is encouraged to have ambitious goals and everybody is responsible for creating a culture of high expectations and academic excellence.

If you are excited by the prospect of playing a significant role in helping us achieve our ambitions; have a core belief that all students, no matter what their background or ability, can achieve; and have a passion for and clear understanding of providing an outstanding education, then we would love to hear from you. In return, we will guarantee you the very best level of support, focusing on providing you with the right environment.

If you have any questions about our school, or the role itself, please do not hesitate to get in touch. Please visit our school website www.theheightsburnley.com to get a flavour of our what we have to offer.

Susannah Berry
Head Teacher

Lead Nurture Teacher

Required: September 2019

Salary: MPS/UPS

An exciting opportunity has arisen for a Lead Nurture Teacher to join The Heights Burnley, a brand-new Alternative Provision School, which is due to open in September 2019 in response to demand from local schools.

The school will provide high quality education within a purpose built, state of the art educational environment for pupils aged five to sixteen. In addition to providing the core subjects, The Heights Burnley will also offer specialist vocational learning for pupils who have found it difficult to achieve in their mainstream setting.

The Heights Burnley will provide outstanding education with personalised pathways tailored to the needs of each pupil with a key focus on English, mathematics and science. Preparation for the world of work will also form a key element of the curriculum.

The Education Partnership Trust (EPT) is a growing Multi Academy Trust, established in 2012 with a proven track record of raising standards. The development of our valued colleagues contributes to our constant drive for excellence.

Our portfolio of schools includes; The Heights Blackburn; Coal Clough Academy Burnley; Pleckgate High School Blackburn and Eden School.

We are looking for outstanding practitioners with a passion for high quality teaching and learning to support our pupils to achieve the best possible educational outcomes whilst gaining the skills, experience and knowledge needed to return to mainstream education or accomplish a successful transition into further education, employment or training.

If you are ambitious, committed, highly motivated and believe you have high expectations and can make a real difference to the lives of young people, we want to hear from you.

**Applications for this exciting post are to be made through
<http://www.educationpartnershiptrust.org/vacancies/>**

For more information please contact The EPT at hr@ept-uk.com

Lead Nurture Teacher

Reports to: Headteacher
Salary: MPS/UPS

JOB PURPOSE

To deliver, design and plan an appropriate curriculum within the principles of nurture to within the School who are exhibiting early signs of emotional and behavioural difficulty and would benefit from a nurturing environment.

To contribute to the development and review of school policy with regard to the effective management of good behaviour and good classroom practice.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Management Responsibilities

- To manage teachers and support staff who are working within the Nurture Provision
- To manage and deliver on an agreed subject

Duties and responsibilities

- To be responsible for the day-to-day running of the Nurture Provision.
- To be responsible for planning, delivering programmes of study and lessons within the nurture setting.
- To participate in the admission procedures for new students.
- To co-ordinate the work of the attached staff.
- To liaise with students and attend reviews as required.
- To actively work in partnership with parents/carers.
- To portray the unit's ethos and aims of nurture by providing a carefully structured day where there is a balance of learning and teaching within a home-like atmosphere.
- To contribute to professional discussions regarding students.
- To keep daily records of the students' progress.
- To assess the students using the appropriate tools.
- To set and evaluate targets.
- To contribute to behaviour management within nurture.
- To participate in developing the policies within nurture and to review them at appropriate intervals in line with school procedures.
- To supervise students at lunch and break times and provide a family environment where students can eat their lunch.
- To liaise closely with other agencies, particularly the Education Social Work Service and the Educational Psychology Service, to support pupils whose needs transcend classroom boundaries.
- To liaise closely and carefully with parents and carers of pupils in KS2/3
- To be aware of and comply with the relevant sections of The Children Act 1989 – in particular issues relating to Child Protection.
- Attendance at case reviews and statutory reviews as appropriate.
- To provide reports on individual pupils as required by the school.
- To participate in delivering staff development training as required and where appropriate.
- To undertake such professional development and training as is necessary to support the effective discharge of the principle duties and responsibilities of the post.
- To contribute to the development of policies and practice for early and effective Intervention.
- To provide written reports.
- To undertake any other duties commensurate with the scale and function of the post that the Head of School may reasonably require.
- To organize and attend home visits for new students within the nurture provision

- Work in partnership with parents, carers in providing a quality nurturing experience for all pupils and report to parent/carer, key workers on the development, progress and attainment of pupil.

Leadership and management

- Support and implement the vision and ethos of the school
- Line management of attached Teaching and Learning Assistants
- In partnership with the Deputy Head, contribute to, implement and evaluate the success of School Development Plan relevant to your area
- Ensure that the work of the team/whole school (as relevant) is inclusive and issues are addressed in curriculum and/or pastoral management
- Ensure policies are translated into practice by the team and that you bring to the attention of the Deputy Head any which may need revisions or amendments
- As appropriate contribute to the writing of self-evaluation and policy documents
- Manage effectively the transition of pupils to and from your phase and within it.
- Promote cross curricular approaches to teaching and learning
- Be an effective role model for your team in terms of teaching, behaviour and classroom management.
- Participate in the appraisal system for the appraisal of their own performance.

Teaching and learning responsibility

- Work with the Deputy Head to ensure the highest standards in Nurture Provision at The Heights.
- Have responsibility and accountability within the Nurture Provision ensuring curriculum continuity, consistency, balance, match and progression
- Participate in regular meetings relevant to your area with appropriate colleagues
- Develop, demonstrate and/or promote teaching and learning activities appropriate to the age and ability range.

Manage resources

- Be responsible for managing, monitoring and accurately accounting for any the budget delegated to you within the Nurture Provision.
- Evaluate, organise and monitor the use of resources

Staff development

- Take a supportive role in identifying group and/or individual training needs and provide support for colleagues within your area of responsibility.
- Act as a role model, mentor or consultant to colleagues as appropriate and encourage collaboration, co-operation and teamwork
- Ensure you keep up to date with current developments in your curriculum area and disseminate information as appropriate

Note

This Job Description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only, and may be changed at management's discretion in the future. As a general term of employment, the Trust may affect any necessary change in job content, or may require the post holder to undertake other duties, at any location in the Trust's service, provided that such changes are appropriate to the employee's remuneration and status.

As a term of your contract of employment, the Trust reserves the right to vary your hours of work and require you to work outside the range of your "typical working arrangements" specified in your Statement of Particulars. The Trust reserves the right at its discretion to affect this condition of your employment. Should this be necessary you will be given reasonable notice of any proposed changes.

Person Specification



Job Title:	Lead Nurture Teacher
Reports to:	Head Teacher
Grade:	MPS/UPS

			Assessed by	
No	CATEGORIES	Essential / Desirable	App Form	Interview / Task
QUALIFICATIONS				
1.	5+ GCSEs A*-C	E	✓	
2.	An Honours Degree/Degree	E	✓	
3.	Qualified Teacher Status	E	✓	
KNOWLEDGE, SKILLS AND ABILITIES				
4.	Experience of coaching young people.	E	✓	
5.	Experience working within a school setting.	E	✓	
6.	Experience of supporting disaffected and challenging young people within the school environment.	E	✓	
7.	Experience of supporting young people of all abilities including those with SEN	E	✓	
8.	Experience of delivering specific well-being intervention programmes.	D	✓	
KNOWLEDGE, SKILLS AND COMPETENCIES				
9.	Understanding of how to monitor and track the progress of pupils	E		✓
10.	Seek opportunities to invite parents, carers, community figures and other organisations into classrooms to enhance learning.	E	✓	
11.	Develops pupils/students a love of leaning and a sense of inner confidence and self-belief.	E	✓	
12.	Creates a stimulating and safe learning environment.	E	✓	
13.	Teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers to meet different learning styles.	E	✓	
PERSONAL QUALITIES				
14.	Lead by example, demonstrating integrity, resilience and clarity.	E	✓	
15.	Commitment to the values of the school, particularly to raising student achievement.	E	✓	
16.	Team player and excellent interpersonal skills.	E	✓	
17.	Willingness to work flexible hours as required.	E	✓	
18.	To be committed to safeguarding and promoting the welfare of children and young people and follow the safeguarding policy.	E	✓	



Contact

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