

Parkland Community Primary School



Lead Nurture Practitioner HLTA Job Description & Personal Specification

Pay: Grade 8

Purpose of the Role

The Lead Nurture Practitioner will lead and deliver the school's nurture provision, working closely with the DHT for Inclusion and SENCo to provide a cohesive, evidence-informed approach.

The role focuses on supporting pupils with SEMH needs to develop emotional regulation, resilience and readiness for learning, and monitoring the impact of provision (e.g. through the Boxall Profile).

Key Responsibilities

Leadership of Nurture Provision

- Lead the day-to-day running of the nurture provision, creating a safe, structured and consistent environment
- Plan and deliver a clear daily routine that supports emotional security and engagement
- Maintain high expectations through strong relational and therapeutic practice

Teaching and Targeted Intervention

- Plan and deliver high-quality nurture sessions for small groups and individuals
- Adapt provision to meet pupils' developmental and emotional needs
- Deliver targeted SEMH interventions across the nurture offer (The Nest and The Grove)

Assessment and Monitoring

- Identify and assess pupils' needs in collaboration with the SENCo
- Use appropriate tools (e.g. Boxall Profile) to set targets and track progress
- Maintain accurate records to demonstrate impact

Working with Others

- Liaise with class teachers to support reintegration and inclusion
- Work collaboratively and deploy Nurture Team LSAs to ensure consistency of approach
- Build positive relationships with parents and carers

Whole-School Contribution

- Promote nurturing and therapeutic approaches across the school
- Model effective strategies for co-regulation and behaviour support
- Support colleagues through shared practice and informal guidance

Additional Responsibilities

- Contribute to pupil support plans and review meetings
- Support parents/carers with pupil progress where appropriate
- Provide occasional cover supervision
- Support and guide other support staff as required
- Prepare and maintain resources for nurture provision
- Support pupils working outside the normal timetable

Personal Specification

<p>Knowledge – Essential</p> <ul style="list-style-type: none"> • GCSE in English, Maths and Science Grade 4/C or equivalent • HLTA status (or willingness to complete) • Understanding of SEMH needs and behaviour as communication • Knowledge of SEND Code of Practice, safeguarding and confidentiality • Good ICT skills to support planning and administration • Understanding of the school’s ethos and values <p>Experience – Essential</p> <ul style="list-style-type: none"> • Experience working with children with SEMH needs • Experience delivering targeted interventions or small group support <p>Skills – Essential</p> <ul style="list-style-type: none"> • Ability to build positive, trusting relationships • Calm, consistent and reflective approach • Ability to adapt support to meet individual needs <p>Competencies – Essential</p> <ul style="list-style-type: none"> • Communication (written and verbal) • Team working • Decision making and problem solving • Active listening and empathy • Adaptability and resilience • Ability to monitor and support progress 	<p>Desirable</p> <ul style="list-style-type: none"> • Nurture UK / Boxall Profile training • Experience in a nurture provision • Knowledge of attachment and trauma-informed practice • Experience working with a SENCo or inclusion team
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This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the DBS as part of West Sussex pre-employment checks. Please note that additional information referring to the Disclosure and barring Service is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

This role will be reviewed annually as part of the PMD process

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.