



Parklands Community Primary School

Nurture Practitioner - SEN Learning Support Assistant

Job Description and Personal Specification

Pay Grade – 3

Reporting to: Senior Leadership Team / SENCo / Lead Nurture Practitioner

Purpose of the Role: To work as part of a professional team to support pupils with social, emotional and mental health (SEMH) needs within the school's nurture provision.

The role involves providing targeted small group and 1:1 support for pupils who require additional help to overcome barriers to learning, particularly those linked to emotional regulation, relationships and behaviour. The post holder will support pupils within the school's graduated nurture provision, including The Nest and The Grove, helping pupils to become ready to learn and be the best they can be.

Responsibilities

Supporting Nurture Provision

- Support the delivery of structured nurture sessions within The Nest, The Grove and wider provision
- Help create a safe, consistent and nurturing environment for pupils
- Build warm, positive relationships through predictable and consistent interactions
- Support pupils to develop emotional regulation, communication and social skills

Supporting Teaching and Learning

- Provide support for individual pupils (1:1) and small groups under the direction of the teacher or Lead Nurture Practitioner
- Adapt activities to meet pupils' emotional and developmental needs
- Support pupils' engagement, participation and readiness for learning
- Deliver targeted support within nurture sessions and, where appropriate, in the classroom

Behaviour and Emotional Support

- Provide 1:1 and small group support for pupils with SEMH needs
- Understand and respond to behaviour as communication
- Use co-regulation and de-escalation strategies to support pupils during dysregulation
- Support pupils to develop strategies for managing their emotions and behaviour

Assessment and Monitoring

- Observe, monitor and record pupils' progress and emotional development
- Provide feedback to the teacher, SENCo or Lead Nurture Practitioner
- Contribute to individual support plans (e.g. PLPs, PSPs personalised plans) and reviews

Additional Responsibilities

- Support pupils with personal care where required, promoting independence
- Supervise pupils throughout the school day, including unstructured times
- Support pupils working outside of the normal timetable
- Work collaboratively with staff, parents/carers and external professionals
- Prepare and maintain resources for nurture provision

- Escort and support pupils on educational visits where required

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.

Person Specification

<p>Knowledge – Essential</p> <ul style="list-style-type: none"> • GCSE in English and Maths (Grade 4/C or equivalent) • Awareness of SEMH needs and behaviour as communication • Understanding of safeguarding, wellbeing and child protection • Awareness of data protection and confidentiality • Understanding of the school’s ethos and values • Basic ICT skills <p>Experience – Essential</p> <ul style="list-style-type: none"> • Experience working with children or young people • Experience supporting pupils with additional needs (including SEMH, SEND or behavioural needs) <p>Skills – Essential</p> <ul style="list-style-type: none"> • Ability to build positive, trusting relationships with pupils • Calm, patient and consistent approach • Ability to support pupils during emotional distress or dysregulation • Ability to work effectively as part of a team <p>Competencies – Essential</p> <ul style="list-style-type: none"> • Communication (written and verbal) • Team working • Active listening • Sensitivity and empathy • Resilience • Monitoring and observation skills • Problem solving 	<p>Desirable</p> <ul style="list-style-type: none"> • Experience working in a nurture provision or similar setting • Knowledge of therapeutic or nurturing approaches • Understanding of attachment and trauma-informed practice • First Aid training
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