



Gemma Waddington Djanogly Northgate Academy

- Behaviour management
- Nurture



'I passionately believe that EVERY child has the right to learn and be the best they can be. In my experience in my own school and working across the Trust ALL children, given the right nurture, support and belief in themselves can thrive and I work hard every day to make a difference to those children in my school and others.

As a lead in behaviour for a number of years I have seen children grow and defy what is expected of them. I want children to surprise us every day – in a good way! I have a wealth of experience when it comes to training and supporting staff with difficult children and have been in my current role for 13 years working with a variety of agencies both local and national to make the very best opportunities for our children. They can do it! And with my support all staff can believe this is possible.'

Gemma has worked as a Nurture room lead and behaviour support advisor at Djanogly Northgate Academy for 13 years, for 4 of those years she has been a learning mentor and member of the middle leadership team. Her roles include leading attendance reporting, working closely with the attendance officers and other key members of staff. She leads behaviour within school and supports across the trust, she also leads the nurture unit within school and leads a team of people who support the most vulnerable children.

Gemma has worked in depth with individual staff members developing bespoke behaviour management strategies and supported whole school behaviour both at break and lunchtimes. She works 1:1 with children in their classes supporting them and giving them strategies to succeed. She also works with members of the leadership team to form a clear overview of whole school behaviour or a particular area around behaviour that may need developing.

She has supported underperforming teachers to implement strategies to reduce low level behaviours within the classroom and also senior staff in other schools by undertaking observations in order to give staff the tools, ideas and the theory to make changes within their team.

She has extensive experience of working with Looked after Children, supporting foster carers and facilitating PEP's, LAC funding and meetings and is a lead practitioner for attachment in Nottingham city, covering a cluster of 12 schools.

She has set up and managed a Nurture unit within her own school for 5 years and has supported other schools with their Nurture provision and planning. She is trained in attachment, special play, bereavement as well as Circle of Friends, social skills, Drawing and Talking and small steps – a programme she has written for teaching assistants to enable them facilitate an intervention approach for young children who need additional help to develop their social, emotional and behavioural skills.