



JOIN THE SJSC TEAM

Assistant Headteacher for Inclusion

Join a dynamic and committed staff who work together to ensure our children flourish academically and personally.



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WELCOME TO SJSC PRIMARY SCHOOL



LETTER FROM THE HEADTEACHERS

Thank you for considering the Assistant Headteacher for Inclusion position at St John's and St Clement's Primary School.

We are looking for a dynamic, passionate, and inspiring individual to join our wonderful team.

Our vision is that **ALL children flourish** academically and personally so that they have the skills to have success in life and with a commitment to the common good. We believe in developing the **whole child** and have an inspiring curriculum that empowers children to succeed and explore their place and role in the world.

Being the Assistant Headteacher for Inclusion at SJSC will be exciting, challenging, and fulfilling and will provide the opportunity to transform children's lives.

We offer the opportunity to work as part of a dynamic team, committed to, and enthusiastic about, developing and delivering the best learning for every child. We empower and support staff to develop their talents and creativity. We believe strongly in developing the full potential of all.

At SJSC we have a strong inclusive ethos. We run the Hearing Resource Base (HRB) in Southwark for children with a hearing impairment (HI) and celebrate our children with HI as valued members of our school through events and our teaching of BSL.

Situated on the borders of Peckham and East Dulwich, we are at the heart of a thriving, vibrant, part of London and are blessed with a diverse community that we value and celebrate.



SJSC AT A GLANCE ...

- ♦ Wonderful children
- ♦ Positive and progressive culture
- ♦ Aspirational and forward-thinking vision and curriculum
- ♦ Positive inclusion philosophy
- ♦ Southwark's Hearing Resource Base
- ♦ Supportive team and collegiate ethos
- ♦ Child-centred approach
- ♦ Diverse, supportive and passionate community
- ♦ Research driven and innovative approach to development
- ♦ An exciting place to work.

JOB DESCRIPTION OVERVIEW

Please see full job description attached. Below find an overview:

Title of Post: Assistant Headteacher with responsibility for Inclusion

Salary Scale: Leadership Scale L4 - L10

Responsible to: Head Teacher

Purpose: To provide for the educational, social, moral, spiritual and cultural development for each individual child. Support the head teachers in leading the school.

Overview of role:

The Assistant Headteacher for Inclusion, in collaboration with the Head Teachers, plays a key role in determining the strategic development of the school and SEND policy and provision, to raise the achievement of all children. The role includes:

- Responsibility for SEND/ FSM/ LAC/ EAL/ PP and Higher Potential provision - working closely with staff, parents and carers, and other agencies.
- Professional guidance to colleagues with the aim of securing high-quality teaching for children within identified groups.
- Leading and coordinating provision for the Hearing Resource Base.
- Leading on medical policies and day-to-day provision of policies.
- Carrying out the professional duties of a teacher.
- Being determined to ensure all pupils achieve their full potential, are engaged and are ready for the next stage of their education
- To assist the Head Teachers in the leadership and management of the school and be operation onsite lead where required.
- Play a significant role in setting aims and objectives for the school and in formulating the School Improvement Plan along with the Head Teachers, Governors and other senior members of staff, and actively and consistently promoting those aims.
- Lead the performance management and development of the Teaching Assistants.
- Be a deputy designated safeguarding lead and take on any roles/functions that the role entails.

PERSON SPECIFICATION



Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • National Award for Special Educational Needs Co-ordination (desirable but if not achieved a commitment to obtaining this within 2 years) • Degree
Knowledge and understanding	<ul style="list-style-type: none"> • An excellent understanding of current theory and best practice in teaching and learning, particularly related to SEND and pupil progress • Good understanding of effective leadership and management • Good understanding of how opportunities can be made to enrich and enhance the curriculum to address the needs of all pupils • Knowledge of equality of opportunity issues and how they can be addressed in schools • Good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level, in accordance with the school's policy • Understand the role of parents and the community in school improvement and how this can be promoted and developed • Up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people and demonstrate an understanding of safeguarding issues and the ability to follow procedures
Skills and experience	<ul style="list-style-type: none"> • Experience of contributing to school improvement • The ability to develop and maintain effective relationships with all members of the school community and outside agencies • Successful experience of improving the quality of teaching and learning, through processes of monitoring and support • Proven outstanding teaching across more than one key stage • Experience of teaching in more than one school (desirable) • Experience of developing and leading staff development programmes for teachers and other staff • Experience of interpreting and using school performance data and tracking databases effectively • Understanding of leading and managing change • Successful experience of leading aspects of curriculum development at whole school level • A proven track record of raising attainment in any key stage
Personal qualities	<ul style="list-style-type: none"> • Committed to raising the levels of achievement of all children • Able to work as part of a team • Passionate about Learning and Teaching • Displays warmth, care and sensitivity in dealing with children • Open minded, reflective and adaptable to changing circumstances and new ideas • Good interpersonal/communication skills • Ability to maintain good sense of humour, a willingness to learn and the will to continue to strive for excellence • Ability to work effectively under pressure, to prioritise appropriately and to meet deadlines • Leadership qualities, including energy, resilience and the ability to enthuse and motivate others

Please use the Person Specification to complete the Personal Statement section of the application. Ensure all points are covered, giving examples whenever possible. Personal Statements to be no more than three A4 pages, minimum font size 10.

APPLICATION

We warmly encourage applicants to arrange a visit and an informal chat. To do so please contact:
The Head Teachers - Joseph Bell and Alli Crank at headteacher@sjsc.southwark.sch.uk.

SJSC particularly welcomes applications from Global Majority communities, especially those that reflect the make-up of the local community.

Please go to our website and download the application form: www.stjohnsandstclements.org.uk

Application by email only. For queries regarding the application please contact the school at office@sjsc.southwark.sch.uk

Closing date: 30th March 2023 - 9 am

Shortlisting: 31st March 2023

Interview date: 21st April 2023

Candidates are advised that references will be taken up immediately after shortlisting. • The post will be offered subject to the satisfactory completion of pre-employment checks. In line with KCSIE 2022 and safer recruitment practices, an online search will be conducted for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children. Shortlisted candidates will be provided with further guidance and will be asked to clarify their online presence. The successful candidate will be required to undertake a criminal record check via the Disclosure and Barring Service (DBS) as well as qualifications and reference checks.

