



Southdale
C of E Junior school
Shining like stars in the universe

Assistant Headteacher inclusion and SEND

Employer	Southdale Church of England Junior School
Salary	L3 – L7
Contract	Full Time
Contract	Permanent
Closing Date	30th January 2023
Interview Dates	7th and 8th February 2023
Start Date:	17th April 2023

OUR VISION

'Shining like stars in the universe.'

Philippians 2:15

The Role

Dear Prospective applicant,

Thank you for expressing an interest in the Assistant Headteacher (SEND and Inclusion) post at Southdale CE Junior School.

We are looking for someone with the highest expectations for every child alongside limitless enthusiasm. You will have the ability to work positively, flexibly and play a key role in building the best possible culture within school. You will secure the best possible outcomes and provide the most amazing experiences for Southdale children.

We are keen to see evidence of successful leadership experience at a primary level, with real impact and a deep understanding of effective strategies for raising attainment and achieving excellence. Our school vision aims for excellence in all areas of school life, not only in the core subjects, but across the curriculum. This is achieved through an ethos of achievement, excitement, enjoyment and a love of learning, enabling each child to develop their full potential. The successful candidate, therefore, will need to have infectious determination for ensuring that all our children can access a dynamic, high quality curriculum and participate fully in all those things that makes Southdale Sparkle!

We pride ourselves on having a strong ethos, which permeates the work of all staff and pupils in our community. You can be sure of a warm welcome and genuine support in all that you do. Please read this application pack carefully, as the guidance it contains will help you make an informed decision over whether you may wish to apply.

I feel very fortunate, as Headteacher, to have the support of an excellent staff team who share the same drive and determination for every child to achieve the very best education. Visits to our school are strongly encouraged, to see the tremendous opportunity it offers.

Yours sincerely

Kerry Partington

Headteacher

Here is the link for our website: <http://southdaleossett.co.uk>

(please note our new website is currently under reconstruction)

Please also visit our Twitter page @**SouthdaleSchool**

The Role

Do you have have a real passion for inclusion? Do you have massively high expectations and ambition for all children? Are you a positive person with infectious enthusiasm? Do you have attention to detail and a real determination to remove barriers to learning? If so, we'd really love to hear from you. Whilst this role will be non-classroom based, we want you to raise standards for all children. This will include supporting classroom teachers to meet the needs of all our children. At Southdale, we aim to 'sparkle' in everything we do, why not become a part of that!

Your application should be supported by a covering letter of no longer than two sides of A4 (Arial font 12) detailing your experience of teaching and learning, the impact your appointment will make in terms of raising standards at our school and why you are an ideal candidate.

You will need to provide full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why.

We will require **two referees**, one of which must be your current or most recent employer. Please provide their names, email addresses and daytime contact numbers.



Our school



Our number one aim for our Southdale family, is that we shine like stars in the universe in everything we do – we refer to this as the ***'Southdale Sparkle.'***

We like a challenge, never give up easily and have the highest expectations of ourselves and others. Our Christian values underpin the life of our school and we constantly show kindness and respect, so that everyone feels happy, safe and valued.



Southdale Church of England Junior School, is a church school where our Christian values underpin our ethos. We are a community centred school in the town of Ossett, to the west of Wakefield, where children are at the very heart of everything we do.



Our school

We are continually striving for excellence in an environment where continuous professional development is nurtured, so that children can achieve the very best outcomes and experiences.



At the centre of our curriculum is a belief that every child has the capacity to succeed. We provide a curriculum that fosters strong academic success, within an overarching Christian ethos, that encourages a love of learning and an understanding of the world we live in. We believe passionately in supporting children to become contributors to their society as fully rounded individuals, encouraging pupil participation in the day to day life of the school.

Our successful **ofsted** inspection stated:

*"Southdale is an exciting place to learn.
The '**Southdale Sparkle**' is everywhere.
This is a school where staff are determined
to give every child the best start in life."*

An Inspirational leader

The children, parents, staff and governors are seeking to appoint an inspirational Assistant Headteacher, for April 2023, who is positive, passionate and dedicated to improving outcomes for all of Southdale's children.

We are seeking to appoint someone who:

- **Provides strong, professional leadership and management as part of the senior leadership team, sharing and modelling the school's vision and values in everyday work and practice, with specific focus on the leadership, management and development of high quality SEND provision**
- **Develops a culture that supports and facilitates pupil progress and is limitless in its ambition**
- **Takes responsibility for the strategic leadership of inclusion and SEND across the school. This primarily includes leadership of: SEND progress (as SENDCo); safeguarding, SEMH, mental health and wellbeing; and admissions (EHCP consultations)**
- **Works with the Headteacher and Deputy Headteacher to formulate the direction, aims and priorities of the school, including taking a strategic lead in self-evaluation and planning.**
- **Works as part of the DSL team; managing referrals, including pupil casework**
- **Leads on provision of counselling, mentoring, interventions for pupils with SEMH and mental health issues, including liaison with external agencies.**
- **Supports and develops emotional resilience and wellbeing in the school community, promoting positive mental health; increasing understanding and awareness of common mental health issues**
- **Provides support to pupils and their peers and parents or carers**

An Inspirational leader

- Is an outstanding KS2 practitioner who values the opportunity to develop others, providing model teaching and learning strategies to staff
- Provides guidance on a choice of appropriate teaching and learning methods
- Manages and lead SEND across school, including working with HLTAs and Teaching Assistants
- Supports the HT and DHT with monitoring and evaluation of Teaching, Learning and Assessment.
- Is dedicated to doing whatever it takes so children achieve the best outcomes and experiences at Southdale



The Opportunity

We can offer you the opportunity to:

- **Work with amazing pupils, who fully engage in all aspects of their own learning**
- **Work with a fabulous and supportive team of staff who strive to be the best in all they do**
- **Develop your skills in a vibrant school**
- **Work as part of a highly skilled team of teachers and support staff**
- **Ongoing CPD**
- **Be a part of our ongoing journey, as we strive for excellence.**
- **Work with a supportive and committed senior leadership team and governing body.**

Visits to the school are actively encouraged and warmly welcomed. If you would like to arrange a visit, please contact the school, on **01924 277 965** or email us at **ssbm@southdale.wakefield.sch.uk**

Please e-mail our school business manager, **Mrs Samantha Jones** **ssbm@southdale.wakefield.sch.uk** to request an application form.

Southdale Junior School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. All posts are subject to pre-employment checks. References will be sought and successful candidates will need to undertake an enhanced Disclosure and Barring Service (DBS) check.

Person Specification

The Person Specification is related to the requirements of the post as determined by the Job Description, specific to this post.

Short listing is carried out on the basis of how well you meet the requirements of the Person Specification. You should therefore refer to these requirements when completing your application.

Selection Criteria	Essential	Desirable
Qualifications	Recognised teaching qualification Honours degree in relevant subject	SEND qualification and DSL training
Experience	An excellent knowledge of SEND curriculum issues Evidence of success working in teams, developing whole school strategy and articulating vision Direct involvement in planning, managing and implementing successful intervention strategies Evidence of ability to develop positive and effective relationships with pupils, staff, governors, parents/carers and other stakeholders/pupils Proven record of raising standards of achievement and sustaining improvement and eliminating underachievement Experience of working with and effectively leading and managing staff	Evidence of the successful use of technologies within teaching, learning and strategic leadership and management Experience of working with other agencies (primary school liaison and community / family links)

Person Specification

Selection Criteria	Essential
Skills	<p>An inspirational leader who is imaginative, creative and visionary</p> <p>Proven ability to undertake statutory reports and produce other such relevant documents (eg action plans)</p> <p>An excellent communicator</p> <p>An excellent classroom practitioner committed to learning</p> <p>Ability to lead teams with a clear direction</p> <p>Willingness to share own good practice and encourage others to do the same</p> <p>A rigorous approach to monitoring performance and an ability to professionally support and challenge</p> <p>Understanding and analysing data to drive improvement</p> <p>Creative and innovative skills - effective team work within the school and with external partners</p>
Leadership and management	<p>Assess impact of work on outcomes for pupils and stakeholders</p> <p>Share and develop commitment to the school ethos and vision</p> <p>Implement and manage change leading to improvement</p> <p>Hold self and others to account</p> <p>Promote the development of staff and develop effective teams</p> <p>Motivate others</p> <p>Encourage and value the contribution of all members of staff</p> <p>Be flexible in all aspects of work</p> <p>Use comparative data for benchmarking, target setting and intervention purposes</p> <p>Contribute to strategic planning process</p> <p>Model the values and vision of the school (actively promote ethos)</p> <p>Develop relevant strategies for improved performance</p> <p>Inspire, challenge, motivate and empower others</p>

Person Specification

Selection Criteria	Essential
Teaching and Learning	<p>Excellent teaching, pastoral and behaviour management skills leading to evidence of excellent pupil outcomes</p> <p>Excellent track record of successful outcomes across the full ability range</p> <p>A personal commitment to the continuing development of teaching skills in order to have a positive impact on pupil outcomes</p> <p>A commitment to seeking pupil views and encouraging them to be active partners in the learning process and within school life</p>
Attributes	<p>Excellent work ethic and attendance</p> <p>The resilience to withstand the pressures of strategic senior leadership and be calm and measured under pressure</p> <p>High level of integrity, honesty and fairness</p> <p>Demonstrate high levels of energy and ability to work under pressure, with dedication and commitment to Southdale</p> <p>Lead by example and model excellent practice</p> <p>Excellent communication skills</p> <p>Demonstrate effective time management</p> <p>Sense of humour</p> <p>Demonstrate enthusiasm of the learning process</p>