



Garfield Primary
Assistant Headteacher
(Inclusion & Safeguarding)



Candidate Information Pack

Garfield Primary



Welcome from the Headteacher

Thank you for taking the time to consider joining Garfield Primary. We have extremely high staff retention. Our team spirit and camaraderie and steadfast belief in our Garfield values makes our school a wonderful and rewarding school to work in.

We have a proven track record of including pupils who have not managed to stay in other mainstream schools. It can be very challenging at times, I won't candy coat that it isn't, however the work we do is transformative and can change lives. No two days are the same and we continue to develop good practice each day. I hope you will feel suitably inspired to join our wonderful school.

The post of Assistant Headteacher (Inclusion & Safeguarding) rarely comes up at Garfield. Our current post holder is retiring after 24 years at Garfield and is leaving inclusion and safeguarding in a really strong position. Inclusion and our value of 'everyone' is at the heart of everything we do. We have a skilled team of Learning Mentors, teaching assistants, a full time Welfare Officer, EMA TA and an in-house counsellor and her team.



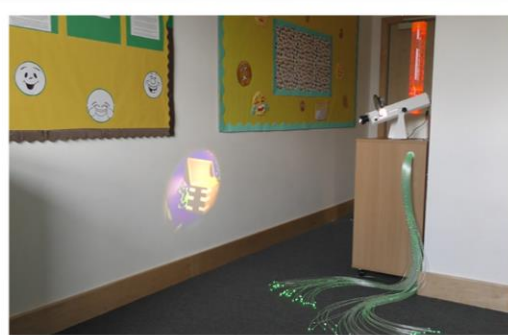
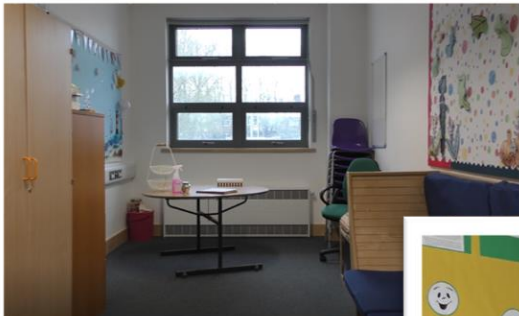
Karen Khwaja

We are an attachment aware school and are further developing trauma informed practice.

We have recently started a KS1 Nurture Group (afternoons) and run a number of interventions to support our pupils. We have a range of specialist rooms and facilities for inclusion which greatly support our provision for pupils with SEND/SEMH.

At Garfield it is important to all staff that they get to know every child and ensure that all children know who they can talk to when they are facing times of challenge. We acknowledge that developing relationships is key and that children may need support in different ways and at different times to help them engage with their learning. We are curious and non-judgemental and place a huge emphasis on well-being and really try to understand why children may behave in different ways. Staff work hard to help the children 'ride the waves' and support them to become more resilient over time.

Garfield Nurture & Quiet Rooms



Garfield Kingfisher Nurture Group Room



Assistant Headteacher (Inclusion & Safeguarding)

Garfield Primary School

Garfield is situated in the south-west of the London Borough of Enfield, very close to Arnos Grove tube station. The area is very mixed socially, ethnically, culturally and economically; this is reflected in our intake. Our last Ofsted inspection was in March 2019 and we retained our "Good" status. Our values are very important (copy enclosed) and staff, pupils and parents all understand what we stand for and what we believe in.

These are exciting times at Garfield not only within the school but also the local area. The Ladderswood Regeneration programme is nearly finished and involves complete transformation of the local area (bringing new private and public housing, employment the opportunities and improved facilities for the community). In June 2016, we moved into a brand new school which has attractive facilities for pupils and staff alike. The school leadership team played a big part in shaping the new school. We are unapologetic that we "dreamt" big for our school community. Please look at our website www.garfield.enfield.sch.uk as it gives you more information about our school.

Garfield is a lively, busy, caring and inclusive multicultural school which provides many rewards. The children, who have a wide range of language and cultural backgrounds, are welcoming and engaging. Approximately 74% have English as an additional language (EAL). There are approximately 44 different mother tongues spoken by children: the major language other than English is Turkish, closely followed by Albanian. Approx. 40% of children are entitled to free school meals (FSM); approx 13% are on our SEN Register.

The school has an official planned admission number (PAN) of 60, and our pupil numbers are steadily expanding. For the 2021-22 academic year the school is organised into 14 classes plus one Nursery session (morning). It is a two form entry school now with the exception of year 4 (one class).

The curriculum at Garfield is very broad and enriched and we are proud to have 3 specialist teachers in ICT, PE and Music. We have a wide range of extended services at Garfield. These include a Breakfast and After School Club that are run by staff employed at Garfield. Pre-Covid we ran a wide range of clubs which included KS1 and KS2 Choir, gardening, drawing, French, cookery and various sports clubs. We are resuming our range of clubs this term.

One of the many highlights for pupils at Garfield, are the numerous special assemblies we host every year to celebrate a range of religions and cultures. As a multi faith school, we ensure that our children become familiar with many traditions and customs. Our assemblies on Eid, Diwali, Harvest, Christmas and Easter to name a few, are always very exciting and enjoyable events.

All our pupils are in one of 4 teams (Earth, Fire, Water and Air) and work hard to earn team points. A consistent and clear whole school behaviour policy is also embedded and behavior is good at Garfield.

We take pride in ensuring we look at the "whole child" and focus on their academic and social development. One example of this firm commitment is that we have an organisation called "Talktime" working with us in school for two days a week to provide 1:1 counselling for some children who would be unlikely to receive support from other agencies. Talktime also runs sessions for two lunchtimes where children can self-refer if they have any concerns they want to discuss. We also have a Nurture room and two fulltime Learning Mentors.

Parent partnership and community links are very important to us at Garfield. We have a rapidly developing parent group called 'Helping Hands @ Garfield', who regularly organise community events and raise funds for our school. We also ensure that our pupils are given regular opportunities to make a contribution to their local community. Developing community cohesion is always a key priority at Garfield.

Together the Head, Acting Deputy and two Assistant Heads, form the Senior Leadership Team. The Strategic Leadership Team consists of the Core Subject leaders and we have 4 Achievements Leaders. The senior team meets every week. We have supportive and highly skilled Governors who are linked to year group/phase.

There is also a firm commitment in providing staff with high quality training. We have a loyal and stable staff team and there is a professional and happy atmosphere at Garfield. Staff wellbeing is a high priority at Garfield and our staff retention and morale is high.

I hope that I will receive your application and as tours of the school are now available, I hope I get to meet you in person soon!

Best wishes,

Karen Khwaja

Karen Khwaja
Headteacher

Our Vision and Values:

G	Grow	<i>We will grow and develop together in a safe, happy harmonious school environment</i>
A	Achievement	<i>We achieve to the highest standard possible and will provide our students with an outstanding education</i>
R	Respect	<i>We respect and value everyone in our school community and take responsibility for our behaviour and actions</i>
F	Fun	<i>We have fun as we learn, keep healthy and enjoy a broad and rich curriculum</i>
I	Inspire	<i>We inspire our pupils to be independent, creative and successful learners with the moral values and qualities to make a positive contribution to our society and our school</i>
E	Everyone	<i>Everyone is included, challenged and supported on their individual journey to success</i>
L	Learning	<i>We encourage a love for lifelong learning and what we learn helps us to flourish in our society and our lives</i>
D	Discovery	<i>Our school provides opportunities for adventure and discovery in which all feel curious to learn more about themselves and the world around us</i>

Today's children

Tomorrow's future