



Inclusion and Intervention Coordinator Vacancy

Grade 8 - Required from March 2022

A LETTER FROM THE HEADMASTER

Dear Colleague,

Thank you for expressing an interest in applying for the position of Inclusion and Intervention Coordinator at St Christopher's. This vacancy will provide the successful candidate with the opportunity to work in a very strong Learning Support department and an **Outstanding** 11-18 Church of England high school (SIAMS 2016-17).

The successful candidate will join a joyful, flourishing and thriving school. The staff are hard-working, reflective and collegiate in approach. Our pupils are a delight and parents are very supportive. We are always oversubscribed in Year 7 and the Sixth Form, although we take nothing for granted. This year, for example, well over 800 pupils applied for one of our 195 places. St Christopher's is a rewarding place to work and to develop professionally. The school engenders real loyalty from all who are associated with it.

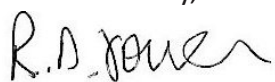
The application form should be completed electronically and emailed to **head@st-christophers.org**, marked for the attention of Mrs Walsh, my PA. It should be accompanied with a supporting letter of not more than two sides of A4 paper, in 11 point font, explaining your suitability for the post, including reference to your skills, experience and a flavour of your vision for working at St Christopher's.

The closing date for applications is **Monday 24th January 2022 (12noon)** and interviews are planned for the following week.

If you would like to find out more about the school or position, or to organise a visit, please feel free to email my PA at the above address.

I took up my present position at St Christopher's in September 2013 and know all too well the time and commitment required to go through the application process for a new post. If, having considered the supporting documents you feel you have the necessary qualities we require, I would be delighted to receive your application.

Yours sincerely,



R D Jones
Headmaster



"The clear Christian vision of the senior management team (SMT), ably led by the headteacher and well supported by governors and the director of spirituality, ensures that the academy is a caring and inclusive community in which learners flourish as 'children of God'."

ABOUT ST CHRISTOPHER'S

Introduction

St Christopher's is a highly successful and popular 11-18 co-educational Church of England academy with 1,300 pupils and students on roll. We are situated in the Lancashire town of Accrington close to the Ribble Valley. Good motorway links mean that Preston, Burnley, Blackburn, Manchester and North Yorkshire are all within a 30-40 minute car journey. The school is situated in a pleasant setting with views towards Pendle Hill.

Our pupils come from a wide catchment area. Pupils join us in Year 7 from over fifty primary schools, and the sixth form receives students from around thirty secondary schools. We enjoy an enviable reputation, built-up over many years, for providing high quality education for a comprehensive intake of pupils. Our reputation means that we are a popular school, and always over-subscribed. However, we do not allow ourselves to become complacent, always striving for higher standards in all areas. This year, for example, well over 850 applications were received for the 195 on offer. Ten per cent of our pupils are eligible for the Pupil Premium and 3% are from minority ethnic groups.

Our teaching comprises of 80 teachers and 12 teaching assistants. The Senior Leadership Team is substantively the Headmaster, one Deputy Headteacher, one Senior Assistant Headteacher, two Assistant Headteachers, and the school Business Manager.

The school's commitment to learning extends to staff as well as pupils; there is a well-developed support structure for early career teachers and other new members of staff, and a strong culture of ongoing professional development among our teaching and support staff. We are continually looking to develop innovative approaches to learning, with an increasing focus on collaborative learning. All classrooms are equipped with interactive whiteboards and access to laptop computers. Whilst we appreciate the contribution that technology can play in assisting learning, we remain committed to the idea that it is the teacher who makes the difference.

Academic results

Our pupils achieve very well. This year over 80% Year 11 pupils gained 5+ GCSE passes at grades 9-4, including English and mathematics. Our Sixth Form, which opened in 2010 and now has over 300 students studying A-level, achieved impressive results, with 87% of students gaining A*-C. Attainment and progress are at record levels.

The school has grown significantly in recent years but this period of change has been managed without compromising the high standards of pastoral care and academic achievement for which we are well known.

Curriculum

We offer a genuinely broad and balanced curriculum to all year groups rooted in a strong and coherently expressed sense of educational purpose and intent. Pupils acquire the skills, concepts, knowledge and skills necessary to prepare them to take place their place as active and successful citizens of the 21st century.

At Key Stage 3, subjects are taught according to the National Curriculum guidelines and a wide range of learning styles are used to ensure that all pupils are engaged and able to progress. We believe that pupils learn best in classes appropriate to their ability so pupils are set for many subjects from the beginning of Year 7.

"St. Christopher's offers a friendly and supportive environment, where teachers strive to support each individual pupil to fulfil their potential. The varied curriculum and rich opportunities provided ensure that pupils flourish both socially and academically."

In Years 10 and 11, all pupils follow a core curriculum of English, mathematics, science, RE, PSHE and RE. In addition, pupils select courses from a wide range of GCSE options. Pupils are encouraged to study the EBacc suite of qualifications, with the most able following separate science courses.

Nearly thirty A-level courses are offered in the Sixth Form. Most students continue to study four subjects for most of the Lower Sixth and continue with three of these in the Upper Sixth. All sixth formers participate in our enrichment programme which takes place on Wednesday afternoons. A wide range of options are available including pre-professional work experience, sports academies, archery and dance. Most students progress to university with many making successful applications to Russell Group universities including Oxford and Cambridge.

The curriculum is based around five sixty-minute periods per day, organised as a two-week 48 lesson timetable.

Extra-curricular activities

Pupils are encouraged to participate in a wide range of extra-curricular activities including the largest school based Duke of Edinburgh Award Scheme in Lancashire, an award winning eco group, and a vibrant music department which enjoys a national reputation. Opportunities for foreign travel are numerous, including, in the last year, visits to India, Iceland, USA, Paris, Rome and Barcelona.

All staff are encouraged to participate to the extra-curricular life of the school and contribute in any way they can.

Pastoral care

The Heads of Year and Form Teachers (Personal Tutors in the Sixth Form) have responsibility for the welfare, academic progress and discipline of the pupils in their care. Time is set aside each day to enable form teachers to get to know each pupil as an individual.

Pupils are offered many opportunities to accept positions of responsibility in addition to the senior roles of prefect, Head Boy and Head Girl. Pupil Voice is important at St Christopher's and we have an active School Council.

Spiritual care and worship

St Christopher's opened in 1958 to educate the children of Church going families of east Lancashire. Admission to the main school is primarily based on parental patterns of worship at churches recognised by Churches Together or the Evangelical Alliance.

The school motto of 'Ad Gloriam Dei' informs all that we do. We try to establish caring attitudes and lasting values through worship and work done in the classroom, as well as, on a more practical level, supporting charitable appeals.

Each school day begins with an act of worship within the Anglican tradition. A Chaplaincy Team supports our worship and pastoral work, each year group having its own chaplain.

At the last SIAMS inspection (2016) the school was judged **Outstanding in all areas**.

"St. Christopher's Christian virtues give all pupils a caring, structured environment in which we flourish into capable and successful young adults. Our school ethos establishes a compassionate atmosphere that guides us to become positive, appreciative members of the St. Christopher's family."

Daniel - Head Boy

Ofsted

The school was inspected by Ofsted in December 2016 and was judged to be Good with a number of Outstanding areas. Inspectors reached some telling judgements.

- **'Leaders have created an ambitious culture. Pupils are expected to become the best they can be, both academically and socially.'**
- **'Pupils' attendance is excellent.'**
- **'The work the school does to keep pupils safe is exemplary.'**
- **'The behaviour of pupils is outstanding.'**
- **'Tolerance and respect are strongly evident throughout the harmonious school community and the warm and inclusive ethos permeates every aspect of the school's work.'**
- **'Pupils are proud of their school. Pupils of all abilities demonstrate resilience and enthusiasm in lessons.'**
- **'Attainment is at record levels.'**

We all work hard to ensure that every child at St Christopher's is known, supported and challenged. In the words of one of our former students ...

"I am still not sure what I want to be but after studying at St Christopher's I know who I want to be."

R D Jones
Headmaster



"I was a bit nervous on my first day, but afterwards I knew that somebody would always be there for me if I needed help."

JOB DESCRIPTION

Post Title:	Inclusion and Intervention Coordinator
Scale:	Grade 8, SP 25-30 (£29,577 - £33,783)
NJC Conditions:	Full-time 37 hours per week Term-time only plus 5 days
Actual Starting Salary:	£26,251 - £29,984 (dependent on experience)
Responsible to:	Designated member of the Senior Leadership Team
Responsible for:	Pupil support staff

Main Purpose

To take a leading role in supporting Looked After Children (LAC) in order that they can overcome obstacles to learning, achieve and participate fully in all aspects of school life.

Main Activities

Support for Pupils

- Develop a purposeful and productive relationship with LAC
- Liaise with teaching staff to assess and provide support for LAC to raise achievement and enable them to overcome barriers to learning
- Identify the needs and assess those pupils requiring extra support and develop individual action plans for targeted pupils and work with all LAC
- Manage pupil support staff
- Work with parents/carers to help address poor performance (academic/behaviour/attendance), undertaking home visits and establishing a positive and supportive relationship
- Contribute to the development of activities to encourage family involvement in the school
- Monitor the implementation of plans and report on progress achieved (half-termly)
- Support the reintegration of pupils excluded from school or following an alternative timetable
- Provide extra support and manage activities such as homework and breakfast clubs
- Help with the management of LAC budget
- Support and assist with the transition of LAC between different phases of education

Support for the School

- Organise and lead meetings with outside agencies as appropriate and represent the school by attending other meetings as appropriate
- Maintain a professional and purposeful relationship with social workers and Virtual School Head
- Complete paperwork for Personal Education Plans (PEPs) to a high standard and submit these within the allotted timeframe to the local authority

“Pupils are proud of their school. Pupils of all abilities demonstrate resilience and enthusiasm in lessons.”

Other responsibilities

The above sets out the areas of work in which duties will generally be focused, and gives examples of the type of duties that the postholder could be asked to carry out. Postholders are expected to be flexible and to operate in different areas of work/carry out different duties as required.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must cooperate with us to apply the school's health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare and children and young people. All successful applicants will be subject to an enhanced DBS disclosure.

“The school is a caring and inclusive community in which learners flourish as ‘children of God’.”

PERSON SPECIFICATION

Criteria to be determined from application form and supporting statement.

Qualifications

- Level 2 or equivalent qualification in English/Literacy and Mathematics/Numeracy E
- Recognised and relevant NVQ Level 3 qualification or equivalent E
- Relevant NVQ Level 4 qualification or equivalent D

Experience

- Experience of working with children and young people E
- Experience of working with secondary age students D
- Experience of supporting pupils with emotional needs E
- Experience of working in a classroom environment D
- Experience of administrative work E
- Experience of liaising with a number of agencies D
- Experience of managing staff D

Knowledge/skills/abilities

- Ability to operate at a level of understanding and competence equivalent to NVQ Level 4 standard E
- Knowledge of secondary school curriculum D
- Hard working, loyal and flexible in approach to work E
- Build and maintain effective relationships E
- Inspire and motivate others to carry the school’s vision forward E
- Prioritise, plan and organise themselves and others E
- Listen to and reflect on feedback E
- Good attendance and punctuality record and a high level of stamina and enthusiasm E
- Good communication skills and a positive outlook E

Other

- Commitment to undertake further professional development E
- Commitment to safeguarding and protecting the welfare of young people E
- Christian commitment as indicated by membership of a church in Churches Together, Evangelical Alliance or The North West Partnership D
- Willingness to support and reinforce the ethos of a church school E

E = Essential | D = Desirable

Confidential references

Professional references should show a strong level of professional support and a positive recommendation from the applicant’s current employer.

“The teachers are really supportive and help you with anything you need.”