

# Information Pack

## Inclusion Teacher (Part-Time 0.6)

<b>Responsible to:</b>	SENCo
<b>Start date:</b>	September 2026
<b>Salary:</b>	Inner London pay scale and benefits
<b>Deadline:</b>	Friday 12 <sup>th</sup> June, 12 p.m.
<b>Contract:</b>	1 Year fixed term initially

*The Trust reserves the right to interview and appoint before the closing date. A leadership award may be available for a suitably qualified candidate.*

We are seeking to appoint an enthusiastic and compassionate teacher to deliver high-quality English and Mathematics provision within our nurture provision. This role is focused on supporting students with SEND who require additional, targeted teaching to bridge the gap between their current attainment and age-related expectations in English and mathematics.

The successful candidate will create a safe, structured, and nurturing learning environment, delivering engaging and adaptive lessons across Key Stages 3. A strong understanding of differentiated teaching, literacy and numeracy development, and strategies to support pupils with a range of additional needs is essential.

This role would suit a primary-trained teacher or a secondary specialist with experience or interest in nurture-based and SEND provision. We are looking for someone with strong subject knowledge in English and Mathematics, a flexible and resilient approach, and a genuine commitment to helping every pupil achieve success both academically and personally.

### **About The Charter School Bermondsey**

The Charter School Bermondsey is an Ofsted "Good" (2022), four-form entry, mixed, 11-16 free school that opened in September 2013. The school is in a new state-of-the-art building, just a stone's throw from Bermondsey Underground and boasts fantastic spaces for staff and students. DfE school performance tables show a headline Progress 8 score of +0.08 in 2024, having previously achieved +0.29 in 2023. We believe that all pupils have the potential to flourish through great teaching and providing the right environment and opportunities. At our school, every young person is known, valued and supported to thrive. Guided by our values — Belong. Believe. Become. — we create a community where pupils feel part of something, build confidence in their abilities, and develop the character and skills to succeed.

We support our staff with:

- Excellent opportunities for professional development including coaching and NPQs
- Providing a well-ordered working environment, including centralised detentions, so teachers can focus on teaching
- Regular opportunities for flexible working

The school is a member of The Charter Schools Educational Trust; home to seven Good and Outstanding schools including The Charter School North Dulwich, The Charter School East Dulwich & Charles Dickens Primary School.

### Contact us

For further information about the school, visit [www.charterbermondsey.org.uk](http://www.charterbermondsey.org.uk). If you have any questions or would like a call to discuss the role, contact us at [recruitment@charterbermondsey.org.uk](mailto:recruitment@charterbermondsey.org.uk) or 0203 542 6506.

### How to apply

Our preferred method of application is via the TES website; however, you can also download an application form from our website.

***NOTE: The Charters Schools Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. References will be sought, vetting undertaken and the successful applicant will need to undertake an enhanced Disclosure & Barring Service (DBS) check.***

## Job Description

In choosing successful candidates, the panel will be seeking excellent classroom teachers with the ability to embrace and deliver the vision of the Charter Schools Educational Trust, with the aim of establishing The Charter School Bermondsey as the most sought-after school in the Borough.

### All members of the Charter School staff are expected to:

- Meet the professional standards for teachers including the Upper Pay Spine where appropriate
- Support the Principal and Trustees in delivering the educational vision of the Charter Schools Educational Trust
- Work towards and support the school's vision and objectives outlined in the school development plan
- Communicate Charter Schools Educational Trust values, aims, policies and plans to staff, students and parents
- Actively foster the ethos and values of the school
- Build an expectation of high achievement for all
- Help to create the best environment to promote and secure the achievement of students and staff
- Have a sense of corporate responsibility for the outcomes of pupils at Charter School Bermondsey
- Always comply with and support the school's policies and procedures on safeguarding
- Maintain high professional standards of attendance, punctuality, appearance and conduct
- Uphold and enhance the school's reputation by ensuring positive, courteous relations with students, parents, colleagues and other stakeholders
- Be willing to go above and beyond expected levels of commitment to ensure the success of the school
- Be proactive in ensuring appropriate allocation of resources and evaluate against outcomes
- Undertake other reasonable duties related to the role as required from time to time
- Develop and encourage good relations between the school and the local and wider community
- Work closely with other schools, locally, nationally and internationally
- Represent the school at marketing and other external events
- Engage actively in professional development for yourself and colleagues
- Carry out any other duties commensurate with the role as directed by the Principal

### Teaching and Learning

- Lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching.
- Provide highly effective teaching and learning opportunities within your subject area.

- Develop and promote the use of standard lesson planning and scheme of work templates, monitoring their use across the school.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning and use as appropriate.
- Contribute to the department programme/curriculum i.e. curriculum, standards, target setting, assessment and reporting.
- Ensure that the students enjoy a safe and healthy environment in which standards of behaviour support learning and the social development of students.
- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and those of the more able.
- Achieve a harmonious and supportive community through effective relationships with staff and students.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.

**This job description details responsibilities but is not prescriptive and does not direct any particular priorities or amount of time to be spent carrying out the duties. It is not necessarily a comprehensive definition of the post, and the post holder may be required to undertake other duties and responsibilities commensurate with the grade and scope of the post. This job description may be subject to amendment, to meet the changing needs of the school, following appropriate consultation.**

## Person Specification

Experience	
Essential	Desirable
<ul style="list-style-type: none"> <li>• Experience of working with young people in a primary or secondary school setting</li> <li>• Ability to teach outstanding lessons</li> <li>• Proven subject expertise and an understanding of what constitutes 'outstanding' in your subject</li> <li>• A vision for how student attainment can be improved and maintained</li> <li>• Experience of successful behaviour for learning strategies</li> <li>• Successful experience of monitoring and target setting to improve learning outcomes</li> <li>• Understanding of different models of support for students with SEN, EAL and Gifted and Talented</li> <li>• Effectively narrowing the gap between SEND and other students in the classroom</li> </ul>	
Qualification	
Essential	Desirable
<ul style="list-style-type: none"> <li>• Qualified to degree level</li> <li>• Teaching experience and qualification</li> <li>• Right to work in the UK</li> </ul>	
Ability/skills	
Essential	Desirable
<ul style="list-style-type: none"> <li>• Able to make judgements about the quality of your own teaching and learning and improve through reflection</li> <li>• Effective personal ICT skills relevant to day-to-day practice</li> <li>• Well-developed interpersonal and communication skills (including written, oral and presentation)</li> <li>• Excellent time management</li> <li>• Entrepreneurial spirit and ability to think innovatively and creatively</li> <li>• Keen to get involved in wider school life</li> <li>• Desire to go "above and beyond" in improving outcomes for young people in the local community</li> </ul>	<ul style="list-style-type: none"> <li>• Able to be a strong visible presence within the school, supporting staff and students in your core teaching and learning</li> </ul>

**NOTE: This post is subject to an enhanced DBS check.**