



# Alfriston School

## Sports College

Penn Road, Knotty Green, Beaconsfield,  
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13 March 2023

**Role:** Middle Leader, Behaviour  
**Salary:** Leadership Pay Range 7 -11 (£52,700 - £58,017)  
**Contract Type:** Permanent  
**Hours:** Full Time  
**Start Date:** 17 April 2023 or as soon as available.

Are you dedicated to establishing and maintaining productive working relationships with pupils acting as a role model and mentor?

Our school is an outstanding Special School Academy, and we are committed to ensure that all our pupils become the best that they can be, and they can enjoy and achieve in all that they do. Our teachers have a strong sense of commitment and use their excellent subject knowledge to provide interesting and creative lessons in which all pupils learn well. They have high expectations of their pupils and develop good supportive relationships and a positive learning atmosphere where the pupils can thrive.

We are looking for a Behavioural Lead to complement the professional work of teachers and other staff by ensuring that the behaviour related policies of the school are carried out and provision for pupils is of a good quality. You will implement agreed programmes with individuals, in and out of the classroom. You will support teachers and support staff in addressing the needs of all pupils but especially those pupils who need help to overcome barriers to learning.

**To Apply:** Please visit our website [www.alfristonschool.com](http://www.alfristonschool.com) to download and complete the application form, please send a supporting cover letter with your application.

All applications are to be sent via email to [recruit@alfristonschool.com](mailto:recruit@alfristonschool.com) for the attention of Mrs Ellie Davison.

**Closing Date for Applications:** Tuesday 28<sup>th</sup> March 2023 by 12 Noon

**Interview Date:** Wednesday 29<sup>th</sup> March 2023

If you would like to make an informal visit please also contact Mrs Ellie Davison, via [recruit@alfristonschool.com](mailto:recruit@alfristonschool.com) who will be delighted to arrange this for you.



Alfriston is an outstanding Special School with Academy status for girls aged 11-19 with moderate learning difficulties and speech and language and communication difficulties. We currently have 150 girls on roll. All the pupils have an Education Health Care Plan and are taught in small groups and with additional support. Our staff are specialist subject teachers and are experienced in working with a range of special needs and abilities.

Pupils attend Alfriston from all over Buckinghamshire and some neighbouring counties. We also have weekly boarding provision for 20 pupils.

We consider the staff team as our most valuable resource. Training and development is a high priority in the school. There is also personal support given to staff to manage the diverse and challenging work needed to support pupils with significant special needs. At present there are 60 staff employed at the school working in the teaching, support, residential and administrative teams. We are proud of the excellent standard of education provided at Alfriston.

### **WHY WORK FOR ALFRISTON SCHOOL?**

Alfriston School is based in Beaconsfield. The school benefits from outstanding modern facilities, all of our classrooms are fully equipped with interactive screens and access to class sets of laptops or iPads. All teachers are provided with a laptop that is renewed every three years. The school enjoys a recently modernised performing arts and music facilities that include the use of a dance studio, sound/recording studio and performance space, along with our exceptional sports facilities that caters for a range of indoor and outdoor activities including mountain biking, trampolining, cycling, football and many others. The school also enjoys use of its spacious swimming pool designed by a bespoke architect, as part of an upgrade of the sports facilities at Alfriston, the architects developed a concertina-like roof structure that echoes the shape of the pitched roofs on other buildings in the area causing minimal sound reverberation which is beneficial for the use of our students with their Special Educational Needs.

Staff often remark that Alfriston it is a great place to work. Staff retention is high which we think reflects the supportive and friendly environment in which we work. Our pupils are inspirational and full of potential. Staff feel they are people *"You just want to be with!"* Having been rated 'outstanding' by Ofsted in July 2013 it was noted "The excellent personal and academic opportunities offered ensure that the school makes a huge difference to the lives of students. As a result, all groups achieve outstandingly well from their individual starting points."

The school culture of teamwork and aspiration is reflected in the report where it states "The headteacher has a very ambitious vision for the school. Senior leaders and managers place a significant focus on improving staff performance through regular high-quality training and checks on their work. The governing body makes an excellent contribution to the school's effectiveness and work tirelessly to raise achievement through its regular visits to check teaching and learning."

Alfriston offers a wide and diverse range of professional development opportunities for staff, including the opportunity to train with Astra School Centred Initial Teacher Training (SCITT), a local Ofsted-outstanding school-centred teacher training provider.

Alfriston School also offers staff:

- A friendly working environment
- Supportive and caring colleagues
- Excellent opportunities for professional development
- Onsite parking
- Transport links (Chiltern Line and close to the M40)
- Discount on hire of selected school facilities
- Close to local amenities





## **Middle Leader Job Description**

**Position:** Middle Leader, Behaviour

**Responsible to:** Headteacher

This job description is provided to assist in the understanding and appreciation of the work content of this post and the role it plays in school. The post holder is required to undertake the professional duties and responsibilities of a member of the Leadership Group, as set out in the current School Teachers' Pay and Conditions document.

### **Core Purpose**

- Promote the vision, mission and aims of the school, in line with school policies.
- Provide professional leadership which secures the success and improvement of the school, ensuring high quality education and care for the pupils so that they are safe and happy at school, enabled to be successful learners and achieving high standards.

### **Responsibilities**

#### **STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL**

- Help to formulate the aims and objectives of the school and its policies.
- Help embed the vision, values, ethos and ambitions of the school.
- Keep up to date with and share knowledge of current issues in education.
- Contribute to effective school self-evaluation and improvement planning.

#### **LEADERSHIP AND MANAGEMENT**

- Have responsibility for the school's behaviour policy; its development, maintenance and evaluation. This includes:
  - Ensure all staff are aware of behavioural expectations and the school policy on behaviour.
  - Oversee the use and analysis of data to inform school behaviour management.
  - Oversee the writing and implementation of individual behavioural support plans.
  - Provide advice and support for staff on behavioural and pastoral needs.
- Ensure the provision for professional development and support opportunities to ensure the highest standards of behaviour management among staff.
- In liaison with the Head of Wellbeing, co-ordinate the effective deployment of support staff, resources and strategies to ensure that students behavioural and emotional needs are being met and they are able to engage in learning effectively.
- Lead on developing skills and knowledge of staff.
- Raise standards in teaching and learning through increasing knowledge and skills of staff in classroom practice, based on evidence led approaches.
- Create effective links and working relationships with outside organisations and other schools to share good practice and to raise staff expertise and knowledge.
- Lead by example, and help implement a culture of evidence-based practice whereby staff are open to the changing face and demands of SEN.

- Use expertise of staff and evidence-based practice to contribute to the school's vision of delivering training packages to outside agencies as a centre of excellence.
- To be a performance management team leader for a group of allocated staff.
- Attend and lead, team and staff meetings as appropriate.
- To attend governors' committee meetings as required.

## TEACHING AND LEARNING

- Provide a consistently outstanding role model and play a major role in the development of high-quality teaching and learning throughout the school.
- Promote the effective management of pupil behaviour and safeguard the welfare of pupils and staff.

## Other Duties

- To support pupils by ensuring that the needs and priorities for individuals are widely disseminated.
- To create and maintain an effective partnership with parents to support and improve pupils' personal development and achievement.
- To build effective links with other special schools and mainstream partners and to develop outreach, in-reach and inclusion opportunities.
- To undertake other such duties as may be reasonably required.

This job description recognises the current Teachers Pay and conditions documents and the particular requirements of Alfriston School. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in job, commensurate with the salary and job title.

## Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
Qualified Teacher Status	✓	
<b>Experience</b>		
Able to demonstrate successful teaching experience with evidence of exemplary practice	✓	
Evidence of taking the lead in preparing, implementing, monitoring and reviewing a whole school policy or a major change in school	✓	
Experience of successfully overseeing the planning, implementation and review of a significant curriculum development initiative	✓	
Experience of Data analysis and tracking pupil progress		✓
Recent successful experience of a leadership role, including experience in leading teams	✓	
Proven experience in performance management of staff	✓	
Experience of working with partners including school Governors	✓	
Experience of teaching in a special school		✓
Evidence of highly effective teaching	✓	
Be capable of setting and achieving ambitious goals for students and staff	✓	
<b>Knowledge and Skills</b>		
Knowledge of special educational needs	✓	
Knowledge and understanding of data analysis, ability to use data to set targets for improvement and evaluate an action plan in relation to those targets	✓	
Confident in department or curriculum self-evaluation	✓	
Understanding of the contribution of the school to the community	✓	
Understanding of how children with MLD/SLCN learn and effectively apply their learning		✓
Knowledge of special educational needs	✓	
<b>Personal Qualities</b>		
Highly developed interpersonal skills		✓
Ability to work under pressure and meet deadlines, accepting the flexibility to attend twilight and evening meetings as required	✓	
Ability to successfully work in collaboration with colleagues	✓	
Ability to relate to young people in a positive manner	✓	
Willingness to constructively challenge the work of self and others to continually improve own and team performance	✓	
To show loyalty and commitment to the school	✓	

This school is committed to safeguarding and promoting the welfare of children which will be reflected throughout recruitment. The selected candidate will be required to provide suitable references and undergo an enhanced Disclosure and Barring Service (DBS) check before taking up the post.