



Inclusion Officer Invicta Grammar School



1. INTRODUCTION

1.1. OUR TRUST

Our Academy consists of an exceptional cluster of primary and secondary schools at the heart of our local community, based in the Maidstone and Malling area of Kent. The Trust was legally established as a Multi Academy Trust on 10 March, 2011.

VIAT believes in benefits of cross phase education, whereby all pupils, regardless of background, have a broad curriculum by specialist teachers across all ages; thereby enabling children to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning; securing the very best outcomes for pupils. Our children only get one chance in their education and it is our responsibility to provide the very best for them.

All our schools have a strong, inclusive and cohesive ethos reflecting on the schools' world class vision; staff and pupils are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate them, enable them to grow in confidence and cultivate thinking skills and creative potential beyond typical expectations.

This secure foundation ensures an ethic of aspiration, a broader commitment to, and proactive engagement in, wider society; enabling our pupils to be fully ready – academically and personally – for their transition from primary into secondary school and a life-time of influence beyond.

1.2. OUR VISION

The Trust Vision is to:

- Aspire to be an exceptional cluster of primary and secondary schools at the heart of our local community.
- Achieve our vision by bringing together a family of local schools - each with their own context, ethos, strengths and areas for development - to work together to enable every single child, and every member of our team, to be the very best they can be.

The Goals of the Trust are to have individuals who:

- Are lifelong learners of character.
- Are creative thinkers and innovators.
- Are collaborative and independent problem solvers.
- Are responsible and active role models/citizens.
- Have a global outlook.

1.3. OUR ETHOS

At Valley Invicta Academies Trust, we put the children we teach at the very centre of all we do. We are deeply aware that children only get one chance at their education. Our staff, equally, are at the heart of our schools. Parents/carers and governors are proactively involved in school life and the local, national and international community are an integral aspect of student and staff engagement.

Teamwork lies at our core: our entire community – students, staff, and parents work together and recognise the roles they play and the strengths they bring. Everyone has their voice heard; everyone is nurtured and cared for. We are ambitious and work hard to help enable excellence for all.

1.4. OUR VALUES

- Integrity;
- Collaboration;
- Excellence.

1.5. INVICTA GRAMMAR SCHOOL

Invicta Grammar School is a popular and outstanding 11–18 selective girls' school which welcomes boys into the Sixth Form. With over 1600 students on roll, including nearly 400 in the Sixth Form, our school is widely recognised as a beacon of excellence, innovation and collaboration.

Invicta is committed to the quality of care and education for all students and, through personal development, we prepare our students for the world of work in the modern world. I hope you share our excitement for the range of opportunities on offer and our passion for the Art, Music and Sport as we strive to give our students the best chance to develop confidence, leadership and emotional intelligence.

At Invicta, we seek to develop the skills, talents and interests of all our students as individuals. We have high expectations and high aspirations for all and our vision is one of academic excellence in a supportive, inspiring and caring environment. Our students love learning and achieve outstanding examination results, making us the best secondary school in Maidstone and a national centre of excellence.

If you are passionate about working in a dynamic team to provide inclusive support to enable students to have full and effective access to the secondary school curriculum, we would love to hear from you.

Come and join our dedicated team of professionals who are always willing to support new staff in the best interests of our students. Our school continually evolves in our drive for excellence; we aspire to provide Outstanding Care, Outstanding Education and Outstanding Opportunities. New opportunities, including career progression, are actively sought for all staff across the school. Collaboration with like-minded colleagues across the Multi-Academy Trust (VIAT) is set up to provide: networking, support, quality assurance and friendship. If you think you would thrive in this environment we want to meet you.

To learn more about Invicta Grammar School, please visit our website www.invicta.viat.org.uk

To apply, please download a copy of the application form and email to: n.fitzgerald@invicta.viat.org.uk

2. PERSON SPECIFICATION		
AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> To be willing and able to work towards gaining any relevant qualifications, attending training and to take responsibility for your own development. 	<ul style="list-style-type: none"> Qualification related to the role of Inclusion Officer or Student Support Manager.
Experience	<ul style="list-style-type: none"> Ability to quickly build a rapport with students as well as initiate ways to support young people. Experience of self-evaluating learning needs and actively seeking learning opportunities. 	<ul style="list-style-type: none"> Experience of working with children of all ages and ideally those of secondary age. Experience of SIMS.
Knowledge	<ul style="list-style-type: none"> Effective use of ICT and other specialist equipment/resources. Good knowledge of supporting young people. Knowledge and experience of whole school procedures, organisation and structure so that work can be prioritised and synchronised with the requirements of the Leadership Group and the Heads of Year. 	<ul style="list-style-type: none"> Working knowledge of relevant policies/codes of practice/legislation.
Skills	<ul style="list-style-type: none"> Be able to adapt your communication style and be able to develop skills to suit the needs of the students that you are working with. Proven tact and diplomacy in dealing with adults and children. 	<ul style="list-style-type: none"> An understanding of school roles and responsibilities and the position of the Inclusion Officer.
Attributes	<ul style="list-style-type: none"> Good communication skills in written and verbal form. Commitment to safeguard and promote the welfare of children and young people <p>Able to work supportively as a team member and able to take own initiative when working independently.</p>	

Please note that for the successful candidate relevant training will be given, as appropriate.

3. JOB DESCRIPTION	
Job Title	Inclusion Officer
Grade	VIAT 7 28-32 £27,292-£31,143 (Full Time Equivalent)
School / Department	Invicta Grammar School
Base	Invicta Grammar School
Hours	35 hours per week (8.00am-4.00pm Monday-Thursday; 8.00am-3.30pm Friday), Term Time Only (190 days).
Reports to	Head of School
Accountable to	Head of School

3.1. JOB SUMMARY

The role of the Inclusion Officer is to work closely with children and their families, managing attendance, supporting students in school with their learning and behaviour needs, supporting families and working with external agencies. The inclusion Officer will be a key part of the school community providing leadership and effective day-to-day management working with families to support the engagement and wellbeing of students at school and at home and will play a vital role within the pastoral team in school.

3.2. KEY WORKING RELATIONSHIP

- Head of School;
- Head of Year;
- Lead Teachers;
- Teachers and Students;
- Safeguarding and health and safety leads.

3.3. KEY RESULTS AREAS

Areas

- To supervise classes during the short-term absence of the class teacher.
- To ensure the school behaviour policy is adhered to when covering lessons.
- To ensure students are supported to make suitable progress during cover lessons.
- To provide feedback to staff as to the progress made by students in class.
- To ensure students with additional needs are supported so they can access the curriculum.

Safeguarding

- VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Equality and diversity

- The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

3.4. STATEMENT

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job, and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be set out in the above job description, but please note that Valley Invicta Academies Trust maintains the right to update your job description from time to time, to reflect changes in or to your job. You will be consulted about any proposed changes.

Signed		Date	
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