



Saint George's
Church of England School

WORKING AT SAINT GEORGE'S C OF E SCHOOL

Join our Team



**For Appointment of:
Deputy SENDCO**



Diocese of
Rochester



PROUD TO BE
Aletheia
Academies Trust



Saint George's Church of England All Through School



We consider our school to be highly inclusive, welcoming students of all backgrounds and beliefs, unified by our commitment to their well-being and sense of achievement.

Saint George's has developed a reputation as a high achieving school providing excellent outcomes for all students academically and in terms of their personal growth. We have exceptionally high expectations of how our students behave, speak, and present themselves. This is underpinned by our Christian values, our worship and school ethos. Everyone who wishes to learn is welcome.

Our motto '**All Different, All Equal, All Flourishing**' emphasises our Christian belief that the God-given talents of all students should be encouraged and developed, recognising, and valuing their unique worth.

We have had a long-held belief in the potential of an all-through school to further enhance the educational provision on our site. We are delighted that this vision has now become a reality for Saint George's. A shared philosophy ensures that there is greater consistency around expectations, ethos and pedagogy which eliminates any unsettling transition between the primary and secondary phases. We facilitate teachers working together in the primary and secondary phases which raises aspirations still further and ensures that children are not able to fall through the gaps. Our primary pupils benefit from having specialist subject staff available and economies of scale allow greater spending on teaching and learning and the sharing of specialist and enhanced facilities for all pupils.

At Saint George's, we strive for all students to have learnt new skills, to have developed their talents and with this, a love of learning; making them confident, articulate, sensitive and caring citizens for the future.



CEO's Welcome Stephen Carey

Thank you for your interest in the role at Saint George's C of E All Through School. I hope that the information within gives you an insight into our school, Aletheia Academies Trust and the unique opportunity this position offers.

Aletheia Academies Trust's vision is rooted in a determination to **improve the life chances of local children**. Aletheia has grown with devotion to a principle of geographical proximity; knowing, caring for, and understanding the areas we operate in are important to us. Since our inception, the Trust has adopted an operational model based upon the notion of a family of schools; understanding that like any family member, each school, and each community that it serves, is unique. Schools are encouraged to celebrate and explore this dimension. The role of the Trust is to act in a parental capacity; to ensure that each school is well-supported and individual strengths are shared to improve the outcomes of all; to provide wider experiences to Trust pupils beyond the capabilities of any individual school; to develop and share staff expertise; to provide expert leadership and governance.

Saint George's was one of the founding schools within Aletheia Academies Trust and continues to play a significant part in the development of the organisation. As the only current open provision with a secondary phase, the school has a pivotal role in the co-construction of an all-age learning journey for pupils. The school has excellent staff retention rates and is deservedly proud of the palpable sense of community that stakeholders and visitors encounter and regularly comment upon. The school provides an exemplary model of the highly ethical and inclusive Trust vision and values.

It is these values and principles that make me feel so proud and privileged to serve as the CEO of the Aletheia Academies Trust.

I look forward to receiving your application.



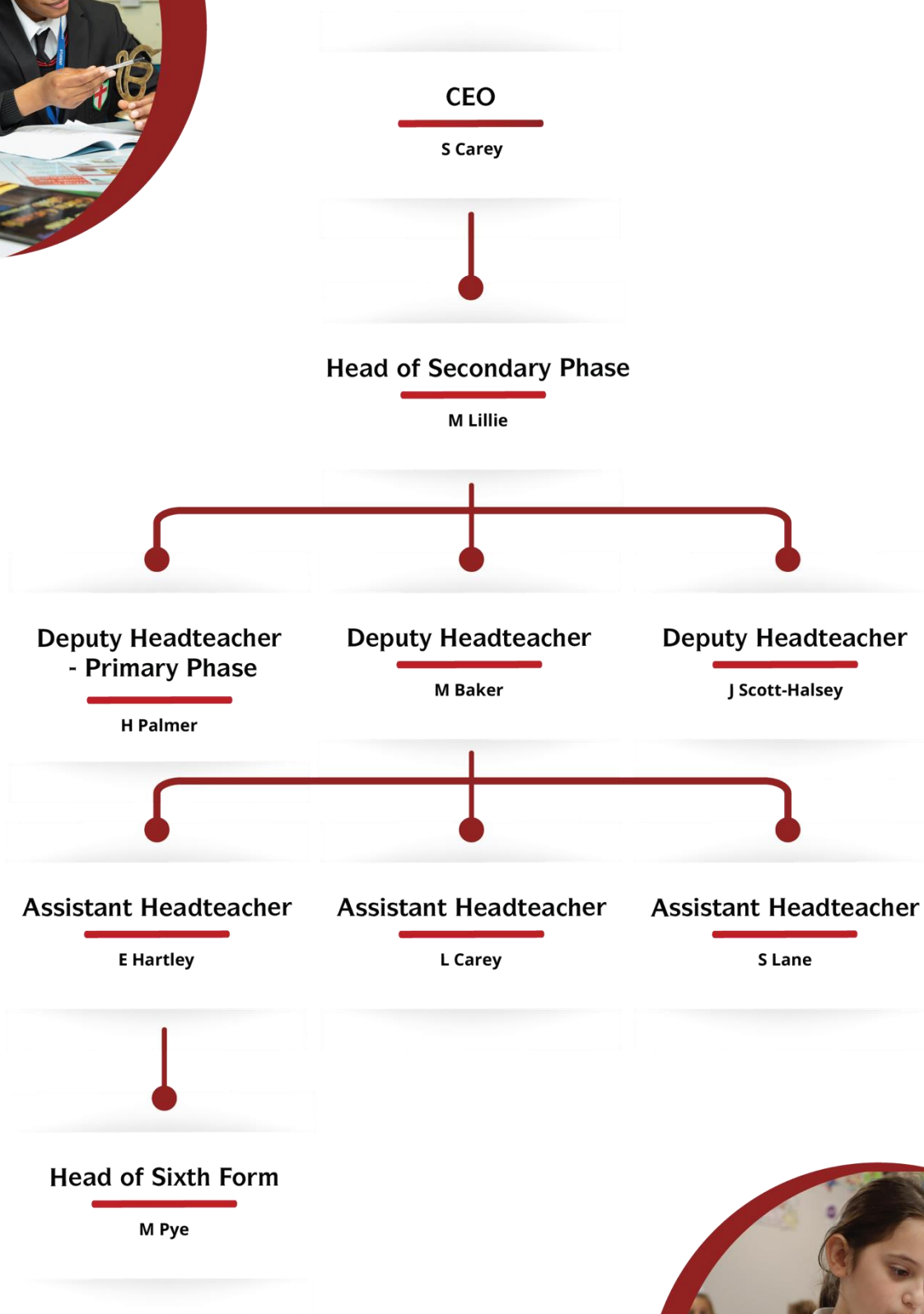
All Different • All Equal • All Flourishing



Visitors most often comment upon the profound sense of community within the school.



School Structure



"Achievement in the Sixth Form is good. Progress is good in a range of courses, and, in some cases, students make outstanding progress."
- **Ofsted**



Job Description

Job Title	Deputy SENDCO
Location	Gravesend, Kent
Duration	Permanent
Work Hours	Full time
Reporting to	Assistant Headteacher
Salary	MPS/UPS + TLR
Pension	Teachers' Pensions



Key Responsibilities



Support for pupils with SEND

- Co-ordinate provision that meets the pupil's needs and monitor effectiveness.
- Liaise with external agencies as appropriate.
- Attend local LIFT forum.
- Ensure records are maintained and kept up to date.
- Review the Education, health and care plans with parents/carers and the pupil.
- Communicate with parents and complete paperwork effectively.
- Ensure pupil information is transferred to other schools if transition is taking place.
- Promote the pupil's inclusion in the school community.
- If the child is looked after, then liaise as appropriate with the designated teacher for looked after children.
- Attend pupil progress meetings with staff.
- Attend parent evening meetings where required in liaison with the class teacher.

Leadership and management

- Work with the Assistant Headteacher SEND, the Deputy Head Primary and governors to ensure the school meets its responsibilities under the Equality Act 2010 in terms of reasonable adjustments and access arrangements.
- Prepare and review information for the governing body.
- Contribute to the school improvement plan and whole-school policy.
- Identify training needs for staff and how to meet these needs.
- Lead INSET and training sessions for staff.
- Review performance on an ongoing basis.

About the role

Strategic development of SEND policy and provision.

- Have a strategic overview of provision for pupils with SEND across the all-through school, with a specific focus on primary, monitoring and reviewing the quality of provision.
- Ensure the SEND policy is up to date.
- Maintain up-to-date knowledge of national and local SEND initiatives that may affect the school's policy and practice.
- Evaluate funding and ensure it is being allocated effectively.

Operational

- Maintain an accurate SEND register.
- Create and maintain provision maps at individual, class and whole school level.
- Provide guidance to colleagues on teaching pupils with SEND.
- Be aware of the provision in the Local Offer.
- Work with early years providers, other schools, educational psychologists, health and social care professionals, and other external agencies.
- Be a key point of contact with the Local Authority.
- Implement and monitor intervention groups for pupils with SEND and evaluate effectiveness.
- Teaching as and when required in a range of year groups and team teaching with colleagues when appropriate.



Qualifications and Experience

Qualified teacher status. Degree.
Evidence of continuous professional development
Proven ability as an excellent classroom Teacher
National award for SEN co-ordination or willingness to complete within 3 years.
Experience of working with children with SEND.
Experience of delivering CPD.

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Skills and Knowledge

Knowledge of the SEND code of practice.
An understanding of a range of teaching strategies to support all children and those with SEND.
Ability to build effective working relationships.
Good record-keeping skills.
Data analysis skills and the ability to use data to inform provision planning.

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Personal Qualities

- Commitment to getting the best outcomes for all pupils.
- High expectations for all.
- Ability to work well under pressure and prioritise effectively.
- Commitment to safeguarding and equality.
- Excellent interpersonal and communication skills.
- Ability to contribute to and support the Christian ethos of our school.

All Essential Criteria



If you are interested in this position and would like to have a more detailed conversation or arrange a visit to the school before making the decision to apply for the post, please contact:

HR@aletheiatruster.org.uk
01474 533 082.

To apply for this role, please complete our [Online Application Form.](#)



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex-offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy.](#)



PROUD TO BE
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Academies Trust

Contact Us

Saint George's C of E School

Meadow Road,
Gravesend, DA11
7LS

Telephone:

01474 533 082

Website:

saintgeorgescope.kent.sch.uk

Email: HR@aletheiaacademies.org.uk