



Saint George's
Church of England School

WORKING AT SAINT GEORGE'S C OF E SCHOOL

Join our Team



**For Appointment of:
Community Leader**





Welcome from Executive Headteacher Simon Murphy

Thank you for your interest in this role at Saint George's Church of England School. I hope the information within gives you an insight into our all-through school and the unique opportunity this position offers.

As a founding member of the Aletheia Academies Trust, our vision is rooted in a determination to improve the life chances of local children. The Trust provides outstanding opportunities for our primary and secondary based staff to connect with others, share good practice, improve their teaching, and develop their own career pathway.

Saint George's is thriving. All stakeholders including governors, parents, staff and pupils work exceptionally hard to create a warm, welcoming and inclusive atmosphere in a school which boasts a fantastic sense of community, continuously improves outcomes for children and families, and holds tightly to its Christian vision and values.

As an all-through school, that sense of community is all the more palpable and I feel very privileged, alongside my colleagues, to see pupils learn and develop from reception classes through to our excellent 6th Form provision.

We look forward to receiving your application and welcoming you to Saint George's.



Welcome from Head of Secondary Phase Matt Lille

Thank you for taking the time to consider a post at Saint George's. We are immensely proud to be a Church of England school and committed to serving the local community of Gravesham. As an all through school we have the rare privilege of seeing our pupils develop from the age of 4 right up until they reach 19. Improving life chances for local children is at the heart of what we do and something that drives us to continually improve.

Pupils at Saint George's achieve well and are supported by a deeply committed and caring staff body many of whom were once pupils at the school themselves. We pride ourselves on being a highly inclusive school and this is supported by our pastoral and SEND teams who are passionate about inclusion. We seek to encourage every child to find and develop their talents and as such our curriculum is broad, allowing pupils to find the subject that they are passionate about. This is supported by a wide extra-curricular offer including the Duke of Edinburgh Award, an extensive range of sports, creative and performing arts and much more.

If this sounds like a community that you would be excited to join, then I look forward to receiving your application.

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.



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



Diocese of
Rochester

SIAMS INSPECTION 2019



Ofsted
Good
Provider

Job Description

Job Title	Community Leader
Location	Gravesend
Duration	Permanent- 40 weeks per year
Work Hours	37 hours
Reporting to	Senior Community Leader
Salary	AAT E £24,788.83 - £26,447.83 per annum (£27,852 - £29,716 per annum FTE)
Pension	LGPS



About the Role

An exciting opportunity has arisen for a candidate of exceptional ability to join us as Community Leader at Saint George's Church of England School. Our community leaders work alongside others to lead the pastoral care of a community of approximately 220 pupils spread across years 7-11 in our secondary phase.

The school has an existing reputation for high quality education with a relentless focus upon high expectations and aspirations. We are a friendly, dynamic and innovative school and pride ourselves on our commitment to ensuring student progress through high quality teaching and learning provision for all. The successful applicant will share these values and play an active part in delivering on this commitment.

We would love to hear from you if you:

- ✦ want to be involved in developing outstanding learning experiences to enable all children to thrive
- ✦ want to work in a supportive and caring environment
- ✦ are committed to enabling every child to achieve the very best they can
- ✦ are an ambitious professional

In return, we can offer you:

- ✦ Trust-wide commitment to your ongoing Continuous Professional Development (CPD) including secondment opportunities
- ✦ Access to a wide array of discounts including Motorfinity, Kent Rewards and Blue Light Card.
- ✦ Access to mental health and wellbeing support including counselling, mindfulness and physiotherapy sessions
- ✦ Free eye test, examinations and eye care voucher
- ✦ A supporting and caring work environment

Key Responsibilities



Job Purpose

To support the Pastoral team in ensuring that the school delivers a high quality, supportive community for students.

Shaping the future

- Establish an ethos of high expectation and achievement within the community.
- Establish a sense of belonging to the community including leading worship.
- Promote the whole school ethos and its Christian values.
- Work in liaison with teaching staff, raising standards leaders and senior leaders to promote high expectations of behaviour for learning.
- Meet and work cohesively with the Inclusion team.
- Carry out the role of duty manager in rotation with other community leaders.
- Ensure appropriate interventions are in place for any student who requires it. Monitor the effectiveness of all interventions.
- In conjunction with the other community leaders, ensure the effective running of the isolation room.
- Build positive relationships with parents, carers and outside agencies.
- Meet with parents/carers and other relevant agencies to secure the best possible experience and achievement for students in the community.
- Monitor the well-being of students in the community, ensuring appropriate actions are taken to address concerns.
- Ensure students in the community are appropriately rewarded for success and that achievement is celebrated.
- Respond to emergency calls
- Work with the families officer to ensure excellent attendance across the community.
- Be prepared to undertake CPD and lead on interventions.

Managing and Leading Teams

- Lead tutor meetings termly
- Set high expectations of students and adults within the community and follow up poor performance.
- Ensure effective communication between all concerned in the students' welfare and progress.
- Ensure high quality worship for the community.
- Inform all relevant staff of issues or concerns relating to students within the community.
- Assist with behaviour hotspots and feedback.
- Work cohesively as part of the community leader team

Managing Policy and Planning

- Meet regularly with the senior community leader
- Report progress to the leadership line manager on a regular basis
- Ensure comprehensive and accurate record keeping.
- Prepare reports for Governor meetings. Attend meetings when appropriate.
- Disseminate good practice and plan for improvement with other community leaders.
- Complete bi-termly case studies about students within the community
- Ensure students in the community are aware of sanctions in place for inappropriate behaviours.
- Run regular reports to monitor behaviour across the community.



Person Specification



D = Desirable E = Essential

Qualifications

- 🛡 GCSE or equivalent level, including at least a Grade C in English and Maths E
- 🛡 Mental Health first aid trained D
- 🛡 First aid trained D

Experience

- 🛡 Pastoral experience in a school environment E
- 🛡 Experience working directly with pupils and parents D
- 🛡 Experience working collaboratively with colleagues D
- 🛡 Experience of delivering effective interventions D

Skills & Knowledge

- 🛡 Strong interpersonal communications E
- 🛡 Professional attitudes to colleagues, students, parents and the working environment E
- 🛡 Flexible and willing to help with various activities E
- 🛡 Ability to work without close supervision and enjoy working on own initiative E
- 🛡 Good listening skills E
- 🛡 Skills to successfully implement and support change D

Personal Qualities

- 🛡 Working as part of a team, sharing working knowledge and skills
- 🛡 Work flexibility, able to rearrange work plans in relating to changing priorities
- 🛡 Interact sensitively with other workers, children and parents
- 🛡 Listen to understand the needs of children
- 🛡 Patience, firm but fair with a calm approach
- 🛡 Good communication skills at all levels in order to build relationships
- 🛡 Show interest in the ethos, mission and vision of the Trust and demonstrate this in all work activities.

All essential criteria

How to Apply



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:

The People and Culture Team

HR@aletheiatruster.org.uk

01474 533 082

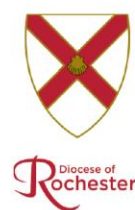
To apply for this role, please visit MyNewTerm:

[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](#).



Contact Us

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