



**INCLUSION  
ASSISTANT**  
(Key Stages 2-4)  

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Information for Candidates

[www.gadshill.org](http://www.gadshill.org)

An exciting opportunity to join our team in an ambitious 3-16 independent day school set in beautiful surroundings and extensive grounds. Our small Inclusion Department works alongside class teachers to ensure that all our pupils are supported to make the most of a broad curriculum and a wealth of opportunity.



# The Gad's Hill Curriculum

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Gad's Hill is an independent day school for boys and girls aged three to sixteen years, located near Rochester, Kent. Based within the former home of Charles Dickens, the School is ideally situated with easy access to the M2 motorway and high-speed rail connections to London. The School combines modern facilities with timeless values. The Kindergarten and Junior School occupy purpose-built accommodation opened in 2013. The Senior School occupies Charles Dickens' former home, along with a range of other buildings including accommodation for specialist and practical subjects. At the present time, the School has just over 315 pupils on roll and employs around 90 staff, approximately 40 of whom are qualified teachers.

## Our Mission

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Our mission is to enable our students to enjoy school, to achieve good academic qualifications and to develop those personal attributes and qualities which will guide them on their journey through life.

## Our Vision

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Our vision is to be the first choice independent school for families in Kent who value a well-rounded education for their children. It is our intention that our pupils leave Gad's as confident, mature, articulate, pleasant and self-reliant young people who are well equipped to enter the world through a university education or career of their choice.

## Our Values

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We value **excellence**, **enthusiasm**, **friendship** and **success**. These attributes underpin all that we do. Our mission, vision and values are shaped by our commitment to educate children holistically, as articulated by our school motto: "*First to thine own self be true*".

## Our Ethos

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We believe that children do well when they are happy at school and at Gad's we pride ourselves on providing a friendly environment, where enthusiasm and hard work are the foundations for achieving success.

There is more to life than exam results alone and while Gad's enjoys the reputation of receiving good GCSE results this is not our sole focus. We want to offer our pupils a foundation in life, working with them to become confident, motivated and articulate young people ready for the next stage in their education and life beyond.

## Structure and Nomenclature

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The School is structured as follows:

Section	Year Name	NC Year
Kindergarten	KN	Nursery
	KR	Reception
	K1	Year 1
	K2	Year 2
Junior School	J3	Year 3
	J4	Year 4
	J5	Year 5
	Remove	Year 6
Senior School	Shell	Year 7
	Lower 4 <sup>th</sup>	Year 8
	Upper 4 <sup>th</sup>	Year 9
	Lower 5 <sup>th</sup>	Year 10
	Upper 5 <sup>th</sup>	Year 11

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## Our History

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Gad's Hill Place is world-famous as being the former home of author Charles Dickens, who lived here from 1856 until his death in 1870. It is here that he penned his classic novels "*Great Expectations*" and "*A Tale of Two Cities*".

In the 1920s Gad's Hill Place was converted into a school for girls and in September 2001 the school became fully co-educational, admitting boys throughout. Gone, however, are the days when the school could be housed solely in an 18th century country manor house. In recent years the School has developed the site, against the backdrop of the historic house. After a lengthy process, planning consent was finally secured in July 2010 to develop entirely new accommodation for the whole School.

Phase I (built) is the Kindergarten and Junior School along with a number of whole-school facilities. Phase II (not yet under construction) will be new accommodation for the Senior School.

## The Present

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Our new building is now the established home of Kindergarten and Junior School, along with a number of facilities used by pupils of all ages: a music suite, sports hall, assembly hall and catering and dining facilities. These facilities provide future generations of pupils, aspiring sports stars, budding young musicians and actors with the resources that they need to thrive and excel.

## The Future

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It is hoped and anticipated that the second phase of the project will see the demolition of a mix of buildings erected through the School's history, and the construction of a new Senior School. In recent months, some consideration has been given to working up a more phased approach to delivery of the new Senior School buildings. Once the new Senior School is complete, the historic house will be leased to a charity established to see the building used as a heritage and educational resource, celebrating the life and work of Charles Dickens.

# The Gad's Hill Curriculum

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## The School

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Gad's Hill School operates as three distinct departments within one school. The Kindergarten takes children from age three into the Nursery through to Year 2. Pupils follow the National Curriculum although there is a strong emphasis on play, physical education, music and drama with all pupils performing in a number of short productions each year. The school places particular emphasis on communications and therefore pupils from Reception upwards receive twice weekly lessons in Spanish and also ICT.

The Junior School is two-form entry from Years 3-6. Our Junior pupils receive a high proportion of lessons with subject specialists; in particular Modern Languages (Spanish), DT, ICT, Art, Music, Science & Games. By Years 5 and 6 nearly all lessons are delivered by specialist tutors. There is a particular emphasis upon team games

and almost all of our students have the opportunity to represent the school in fixtures against other schools.

Kent and Medway local authorities operate the 11+ system whereby the top 25% of pupils are offered a place in a grammar school either in the Kent or Medway area. The remaining 75% of pupils are offered a place in either a local authority, non-selective school or an academy. Although many of our Year 6 pupils take the local 11+ examinations each year for a grammar school place, the majority of our pupils remain at Gad's Hill for their secondary education. The growing success of our Charles Dickens Scholarship Award, providing financial assistance to the most able pupils from our own Junior School and many from the wider community, has resulted in the development of highly capable and ambitious cohorts at Key Stage 3. Our strength is to make the most of our small class sizes and supportive atmosphere to add significant value to every individual.

The Senior school generally has a two-form entry. The curriculum is relatively broad, with all pupils taking a spread of subjects including Art, DT, Food & Nutrition, Spanish, Computer Science, Music and Drama. Students choose a range of options at the conclusion of Year 8. They follow a core of Maths, English (Literature & Language), Combined Science and CCF (BTEC – Teamwork & Personal Development). As options they may choose from History, Geography, Spanish, Art, Food & Nutrition, DT, Computer Science, Music, Drama and PE. Our GCSE curriculum is broad, suits most pupils and provides a firm foundation for sixth form and university entry.

At present there is no sixth form education at Gad's and pupils currently depart for local schools, colleges or other independents. In the last year we have partnered with the University for the Creative Arts and several of our leavers have commenced Extended Diploma courses with them.

# The Gad's Hill Curriculum

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## The Ethos

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The Headmaster, Mr Paul Savage, was appointed in August 2018, having previously occupied the role of Head of Seniors. His vision is to provide generations of pupils with all the opportunities and individual care and guidance that an independent school can provide, but underpinned by a passionate commitment to the evaluation and refinement of quality teaching and learning, based on the latest educational research.



The school achieves good academic results with the vast majority of pupils leaving Gad's to attend their first-choice sixth form destination. In 2019, we enjoyed a 100% pass rate in GCSE Maths and English Literature and in several option subjects, 93% in Science and 83% in English Language.

Gad's is not an academic hot-house above all else. We place a priority on our children enjoying school and one way in which we do this is to ensure that there are ample opportunities to experience drama, music, competitive games, swimming, trips, visits and CCF to keep our children occupied, challenged and inspired. Most of these things never appear in a league table but we believe that by ensuring children enjoy their time here they are much more likely to contribute in all aspects of their school life and this benefits the academic side too.

At Gad's we pride ourselves on being a small friendly school, where academic success is valued along with the recognition that there are

many other attributes which a good school will offer to best prepare a child to live their lives. The joy and agony of team games, the discipline and concentration of learning an instrument, the confidence and challenge of performing to an audience, the awareness of the complex world around them, the care and concern for others and the opportunity to shape their destiny.

## Our Curriculum Intent

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Gad's Hill School's One Curriculum is an ambitious and challenging curriculum for a child's educational journey from 3 to 16. It is designed to deliver strong outcomes in a broad range of GCSE subjects and other valuable areas of achievement, allowing leavers to progress to their first choice of further study and equipping them with the teamwork, independence and leadership skills necessary for rewarding careers and adult life.

The One Curriculum covers issues of critical importance on a global scale, as well as reflecting the rich history and cultural diversity of Medway, Kent and the South East of England. The curriculum favours opportunities to make learning enjoyable and incorporates significant opportunities for speaking and listening to produce articulate and thoughtful young people who are capable of empathy for others and keen to serve their community.

The curriculum allows for learning to be supportive and personalised, taking advantage of the high levels of expert guidance within each classroom, while still offering excellent value for money in its delivery. Through the school's curriculum, children learn how to look after their own wellbeing and develop compassion for the wider world.

## **The Purpose of the Role**

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Inclusion at Gad's Hill School is delivered through the three waves of intervention: quality inclusive teaching in the classroom that takes into account the needs of all pupils; targeted and time-limited support programmes to accelerate the progress of identified pupils; and specialist intervention delivered to individual pupils or small groups either by our Inclusion department or subject specialists.

We are looking to appoint a creative, proactive and flexible individual who can work within this programme to deliver targeted support and interventions to help those pupils with SEND and/or who are performing below age-expected standards to make excellent progress, whether by leading individual or small group sessions or working in collaboration with a class teacher to provide in-lesson assistance. Our inclusion work also seeks to provide additional stretch and challenge for our many gifted and talented pupils.

The successful candidate will be expected to work with children in both our Junior and Senior Schools, from Key Stage 2 to Key Stage 4, to plan interventions. These interventions could be in a variety of subject areas, but a specialism in Maths/Science would be particularly desirable.



## **Key Accountabilities**

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- Plan and deliver targeted intervention for individuals and small groups, both independently and through communication with curriculum teachers
- Lead interventions for KS2-4 in a range of subjects – specialism in Maths/Science particularly desirable
- Support pupils within a classroom setting, working alongside the class teacher
- Support pupils in the development of revision and study skills
- Work with the SEN Inclusion Leader to facilitate the effective operation of the Inclusion department
- Assist in the delivery of access arrangements for internal assessment, eg. as a scribe or reader
- Contribute to the creation of IEPs and other learning plans/EHCPs as appropriate

### **Essential Qualifications / Qualities**

- Level 3 qualification in relevant subject(s)
- Experience working with and supporting children
- High expectations of all pupils
- Good knowledge of SEND (ASD and Dyslexia particularly useful)
- Proactive and enthusiastic manner
- High levels of literacy

### **Desirable Qualities**

- Level 3 qualifications or above in Maths or Science
  - Experience/qualifications as a TA/HLTA/teacher
  - Able to support emotional literacy and social skills
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## The Process

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Completed application forms are to be received by **email only** to the Headmaster, Mr Paul Savage, via his PA, Mrs Tracy Barker: [t.barker@gadshillschool.org](mailto:t.barker@gadshillschool.org).



Completed application forms are to be submitted to the Headmaster, Mr Paul Savage, either:

- via the TES jobs online application form OR
- via the Gad's Hill School application form to his PA, Mrs Tracy Barker, by email to [t.barker@gadshillschool.org](mailto:t.barker@gadshillschool.org)

Completed applications must be received by the School no later than **10am on Thursday 24<sup>th</sup> June 2021**. Please note that if you do not receive an acknowledgement of your emailed application by this time **please contact the School as a matter of urgency as you should assume your application has not been received**.

***Gad's Hill is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. All posts are subject to enhanced Disclosure & Barring Service checks (DBS) and pre-employment checks will be undertaken before any appointment is confirmed. An overseas police check will be required by candidates who have worked or resided outside of the UK, in the last 5 years.***

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## Key Details

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Contract: Permanent, Full-time

Salary: £23,596 per annum

Hours:

8.30am-5pm (two days per week, including Monday) and 8.30am-4pm (three days per week); term time only plus paid annual leave.

## The Benefits

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As an independent school we have a slightly longer school day (pupils attend 8.30am-4pm) but enjoy a generous 16 weeks of school holidays.

An attractive setting, small class sizes and polite, friendly children with high standards of behaviour make for a hugely rewarding place to work. Parking is provided on-site and a subsidised, home-cooked lunch is available each day in term time.

Children of all staff receive significantly subsidised education at Gad's Hill, subject to our policy and standard entry requirements.

## And Finally...

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We thank you for your interest in this exciting opportunity, and look forward to receiving your application.