



Recruitment Pack Inclusive Education Leader



ENJOYING TODAY, PREPARING FOR TOMORROW

Vacancy Details

Inclusive Education Leader

Salary: Point 23-29 (Actual salary £18,856 - £22,557)

Contract: Permanent, 40 weeks per year

Start date: as soon as possible

Do you want to work in a school where students come first?

Do you want an employer who values their staff?

Do you want a values driven environment?

Do you want to be part of a growing school?

Do you always put students first?

We believe every student is unique and should be valued for being who they are. We are a growing school that offers the successful candidate the unique opportunity to help shape our student's futures. Whether in a teaching or non-teaching role, at One In A Million, we all have a responsibility to our students.

We are looking for an experienced individual to lead our students who need additional support and an alternative learning environment in a main stream school for a variety of reasons.

The successful candidate should:

- Be able to plan, deliver and assess inspirational, specialist and highly differentiated lessons as the resident practitioner in our Accelerate area
- Make accurate and productive use of both assessment and data to promote good progress
- Provide a stimulating and well-structured learning environment suitable for students with both academic and SEMH difficulties
- Develop a bespoke curriculum that meets the academic, special and personal development needs of pupils in KS3 and 4
- Support the school through developing consistent approach to behaviour management, teaching and learning, marking, assessment etc. following relevant school policies
- Promote pupil progress by developing positive relationships with the school SENCo and support staff including HLTAs, HOY and LSA's

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To consider this role you would have to ask yourself:

Am I compassionate?

Am I honest?

Do I act with integrity?

Do I believe in excellence?

If you can say yes to the above and have the appropriate experience then we would encourage you to apply.

To apply and for further information about our school please visit

<https://www.tes.com/jobs/employer/one-in-a-million-free-school-1062792>

One In A Million Free School
Cliffe Terrace
Bradford
BD8 7DX
Tel: 01274 723439

One In A Million Free School is committed to the safeguarding of children so all our appointments are subject to a satisfactory enhanced DBS check. We are committed to Equal Opportunities.

Letter From Students

Dear Applicant,

I am writing to inform you that we would like people who care and someone who looks for more than just perfection.

One In A Million is not like any other school due to fact that we live up to the four core values. They are: compassion, honesty, integrity and excellence. The teachers at this school show us the right path whilst making our education exciting!

Yes, our school expects high standards, however if we are to succeed in the future, we have to show good manners whilst staying on the right path. We are a school that shows excellence and in return we are rewarded with extraordinary trips! This school makes us realise what we are today and what we will become in the future.

No school is perfect but with your help we can improve our school. This is a no bully zone and if a bully situation occurs then it is dealt with very seriously. Our school provides us with the equipment we need. This includes iMacs and iPads on every floor! We are a school of many opportunities! These opportunities include: sports report writing, MMA club, football tournaments for boys and girls and many more! We have even had the privilege to meet authors, rugby players and football players!

Yours sincerely

Marrya - a student from One In A Million

Hub And Spoke

The ethos and vision of the One In A Million Free School are based upon our extensive experiences of delivering successful community based programmes in sport, the arts and enterprise.

The “Hub and Spoke” Model links the One In A Million Free School (hub) with our existing range of community activities (spokes).

Our “Wheel of Hope” vision places our Free School at the heart of all that the charity does to ensure that our innovative education projects reach as many young people as possible in and out of school throughout the Bradford community.



Job Description

JOB TITLE:	Core Skills Leader
JOB LOCATION:	One In A Million Free School, Bradford
REPORTS TO:	Director of Inclusion
PEOPLE RESPONSIBILITY:	None
BUDGET RESPONSIBILITY:	As delegated by the Principal

ONE IN A MILLION FREE SCHOOL VISION & VALUES

Our overall aim is to make a difference to young people by engendering respect, self-regard, motivation and engagement. The ethos of our school will be rooted in the name of our charity, where every young person is recognised and valued as 'one in a million'.

Our mission is to enhance the life chances of all pupils at One In A Million Free School through a tailored programme of vocational learning across sport, the arts and enterprise.

Our vision is that each student will utilise their skills, talents and educational achievements across sports, the arts and enterprise to better themselves and their communities.

Our values: We are driven by our 4 core values, Compassion, Honesty, Integrity and Excellence

JOB PURPOSE

Work with identified students who are struggling with main stream education/ curriculum due to a variety of reasons including behaviour, attendance, SEN and EAL.

Work with Vice Principals, Directors, Heads of Year and HLTA's to develop and deliver a curriculum offer and quality learning episodes that rapidly impacts on learners progress.

To assist with raising of standards of achievement by providing support to students and teaching staff.

To assist the Director of Inclusion to deliver effective support for SEND students.

To assist the teaching team with delivery of the school curriculum.

Job Description

Key Responsibilities:

- Prepare, deliver and assess inspirational, specialist and highly differentiated lessons as the resident practitioner in Accelerate.
- Make accurate and productive use of both assessment and data to promote good progress.
- Provide a stimulating and well-structured learning environment suitable for pupils with both academic and SEMH difficulties.
- Develop a bespoke curriculum that meets the academic, special and personal development needs of pupils in KS3 and 4.
- Support the school through developing consistent approach to behaviour management, teaching and learning, marking, assessment etc. following relevant school policies.
- Promote pupil progress by developing positive relationships with the school SENCo and support staff including HLTAs, HOY and LSA's.

Support For Students

- Monitor SEN student participation to learning activities and modify methods if appropriate.
- Provide written and verbal feedback on student response to learning activities.
- Supervise and provide specific support for students, particularly those with special needs, ensuring their safety and access to all learning activities.
- Establish constructive relationships with students and interact with them appropriately.
- Promote the inclusion and acceptance of all students ensuring motivation and engagement.
- Encourage students to interact with others and engage in activities led by the teacher.
- Set challenging and demanding expectations aimed at promoting self-esteem and independence.
- Assist in the provision of feedback to students in relation to progress and achievement.
- Assist with the development and implementation of Individual Education/Behaviour Plans and Personal Care programmes.
- Encourage all students to show respect for each other, staff and visitors.
- Promote the participation in vocational activities.
- Support students in recognising, developing and celebrating their skills, talents and educational achievements.
- Promote student involvement in community activities.
- Promote good student behaviour encouraging them to take responsibility for their own behaviour.
- Assist with the supervision of students with SEN out of lesson times, including before and after school and at lunchtime.
- Deal promptly with conflict and incidents in accordance with policies and procedures.

Support for Teachers

- Liaise with teaching staff to ensure interventions are in place enabling students to maximise their achievement and progress.

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- Assist teaching staff with evaluation of student progress view various assessment activities.
- Assist the Director of Inclusion and teaching staff in implementing the advice provided by specialists.
- Support the administrative work required for SEN management.
- Create and maintain a purposeful, orderly and supportive environment, in accordance with lesson plans.
- Assist with the display of students' work through the use of iCT and non-iCT means.
- Provide detailed feedback to teachers on students' achievement, progress, problems etc.
- Monitor students' responses to learning activities and accurately record achievement/progress as requested.
- Establish constructive relationships with parents/carers.
- Assist with the planning of learning activities.
- Administer routine tests and invigilate exams.

Support for Delivery

- Assist teaching staff to plan and prepare lessons including evaluating and adjusting lesson/work plans.
- Assist the Director of Inclusion in the implementation of intervention across the school, including monitoring and evaluation of impact.
- Prepare, maintain and use equipment/resources required to meet the lesson plans/relevant learning activity for students with SEN and assist these students in their use.
- Undertake structured and agreed learning activities/teaching programmes in accordance with the agreed curriculum.
- Support the use of iCT in learning activities and develop students' competence and independence in its use.
- Accompany teaching staff and students on visits, trips and out of school activities as required and take responsibility for a group under the supervision of the teacher
- Invigilate internal and external examinations when required.
- Accompany visits and field trips as required.
- Lead extra-curricular activities.

GENERAL RESPONSIBILITIES: In addition to the specific responsibilities detailed above, the following general responsibilities apply:-

- Comply with all Free School policies and procedures ensuring commitment to the mission and

Job Description

values.

- Assist in the development of excellent working relationships throughout the school.
- Foster good relationships with external organisations that provide goods and services.
- Take responsibility for Health and Safety of yourself and that of others.
- Commit to maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training
- Undertake such other duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job
- Comply with all contractual, legal and reasonable requirements of any venue being used by OIAMFS for its activities
- Pro-actively promote and uphold OIAMFS acting as an ambassador
- Behave in a professional manner (both in and out of school) ensuring that One In A Million is not brought into disrepute
- Undertake such projects of a level commensurate with the responsibility of the post, as designated by the Principal
- Carry out any other reasonable duties associated with the post

SAFEGUARDING:

- In common with all employees this role includes responsibility for promoting and ensuring the safeguarding and welfare of children and young persons with whom you come into contact with.
- Adherence to the School's Child Protection Policy Statement is required at all times.
- If you become aware of any actual or potential risks to the safety or welfare of students or other children in the school this must be reported to OIAMFS's Designated Safeguarding Lead or deputy.

Vacancy Details

ATTITUDES

Aspect	Assessed by	Essential / Desirable
A good understanding of and commitment to the mission and vision of One In A Million	Interview & Application	E
Able to demonstrate how the values of One In A Million have been expressed in your life and work	Interview & Application	E
Clear understanding of compassion and how it is worked out in life	Interview & Application	E
Demonstrate honesty in dealing with colleagues and others	Interview & Application	E
Show how integrity is central to your life and why it is crucial	Interview & Application	E
Demonstrate excellence in all facets of work	Interview & Application	E
A clear understanding of vision and values, specifically as they relate to One In A Million, ensuring the Free School remains true to its aims, vision and mission	Application & Interview	E
A leader and a team player able to motivate others	Application & Interview	E
Committed to individualised and personalised learning with an inspiring, enthusiastic approach that engenders a desire for learning	Application & Interview	E
Understands the process of learning and embraces new robust research about learning	Application & Interview	E
Committed to using a variety of learning environments and resources, including technologies, as appropriate, to maximise learning and progress	Application & Interview	E
Treats everyone with respect and dignity and shows commitment to Equality and Diversity and its effective implementation	Application & Interview	E
Committed to Continuing Professional Development both personally and for colleagues	Application & Interview	E
Committed to collaborative learning and partnerships	Application & Interview	E

Person Specification

KNOWLEDGE & QUALIFICATIONS

Aspect	Assessed by	Essential / Desirable
GCSE Maths and English – Grade C or equivalent	Application	E
Knowledge and/or experience of delivering in the vocational areas of arts, enterprise or sports	Application & Interview	D
Training in behaviour management	Application & Interview	D
HLTA Qualification or relevant experience	Application	E

SKILLS & EXPERIENCE

Aspect	Assessed by	Essential / Desirable
Experience of working with children within 11-16 age range	Application & Interview	D
Experience of working with children with Special Education Needs	Application & Interview	D
Knowledge of strategies to support students with challenging behaviour	Application & Interview	D
Ability to deliver differentiated lessons	Application & Interview	E
Ability to take a restorative approach to conflict	Application & Interview	D
Providing a safe environment to ensure the physical and psychological safety of the students	Application & Interview	D
Ability to react and de-escalate difficult situations	Application & Interview	D
A commitment to the holistic development of students – specifically the character development of students	Application & Interview	D
A willingness to contribute to the enrichment activities of OIAMFS and the community work that is at the heart of OIAM.	Application & Interview	E
Evidence of learning delivery	Application & Interview	D

Person Specification

Knowledge and understanding of national education priorities / developments	Application & Interview	D
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SKILLS & EXPERIENCE (CONTINUED)

Experience of making effective use of ICT	Application & Interview	E
Ability to make sound decisions, identify and solve problems and seize opportunities	Application & Interview	E
Well-developed interpersonal and communication skills (including written, oral and presentation skills)	Application & Interview	E
Ability to manage change, showing flexibility, adaptability and resilience	Application & Interview	D
Positive disposition towards inclusion of all students including those with learning difficulties in mainstream learning and education	Application & Interview	E
Able to build strong relationships with key people in relevant organisations	Application & Interview	E