

The Inclusion Team at Durrington High School

We are a passionate, committed and determined team who work tirelessly to help all of our students succeed. The work of the team includes ensuring that all students understand and are supported to meet the school expectations and routines, day in day out. However, we recognise that for a variety of reasons a number of our students require specialist support and bespoke intervention to help them achieve this. Often this is due to complex circumstances, or adverse childhood experiences that can affect their behaviour choices in school. The inclusion team are crucial in supporting these young people to understand their choices, communicating effectively to ensure compliance in a supportive but firm manner. Our specialist team work to deliver a supportive, provision that enables students to reflect upon their actions, deliver appropriate, proportionate sanctions and to develop resilience and coping strategies which will enable them to become successful citizens both in the school and wider community.

The Inclusion Team is overseen by a range of staff including:

- John Fuller (Deputy Headteacher- Standards, Behaviour and Wellbeing)
- Sarah Dedman (Assistant Headteacher- Inclusion, Wellbeing and Behaviour)
- Hannah Rice (Inclusion Leader)

Staff work throughout the school site but are housed in a purpose-built facility, The Hub. This is used as a base for periods of internal exclusion for students whose behaviour has fallen below school expectations. The Inclusion Team work closely alongside other school professionals such as Pastoral Managers, the Designated Safeguarding Lead, our established company teams and the SENCo to tailor support to meet individual need. We also deliver a bespoke range of activities, often working with external stakeholders and providers to draw in specific expertise and broaden the range of strategies and interventions as appropriate.

We are a highly successful, oversubscribed secondary school with an outstanding site positioned in the heart of the community. We attract applications from young people from a diverse range of backgrounds and as such it is vital that every person in our team appreciates the strengths and challenges this brings. This exciting new role will expand the provision and the work of the individual appointed will be focused in on the school's efforts to reduce the number of internal and external exclusions. To meet this challenge, we are keen to recruit someone who is resilient, assertive, and professional, who can provide a nurturing and caring approach but hold true to the expectations and the routines of the school. A key element of the position will be to oversee and uphold the standards of our internal exclusion provision, ensuring students are supported to engage fully with their curriculum lessons whilst in there, but also to provide appropriate pastoral support. There will be also opportunities to support students more widely across the school, such as supporting their transition back in to lessons from alternative provision or where there is an identified need.

If you have what it takes and would like to find out more this exciting role and our future direction of travel please do get in touch to arrange a tour of the school. We look forward to receiving your application.

Hannah Rice
Inclusion Leader

John Fuller
Deputy Headteacher