



Eastbrook School

Part of the Barking Abbey Family



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"If the teacher makes the weather, the school creates the climate."

Sir Tim Brighouse

Welcome

For me there are three simple things that I want us to achieve:

First, we believe in character education, which is delivered through all schools. Through this we instil the key habits needed for young people to be successful in life. It also pushes us to be the best in everything we do. Across our schools we have some of the best results in the area, we have students at the best universities, we have the most students on apprenticeships in the entire country, we have students on international scholarships and much more. We have all of this because we push our students and each other to try hard and be our best each and every day.

Second, I believe that if you can't see it you can't be it. We want to give our students the chance to see successful people of every religion, colour and background whilst they are at school. Whatever their dreams we want to support them and provide the networks and contacts to help them to achieve.

Lastly, we want our students to have a voice in the world. To be confident enough to express their views and also to have the knowledge to be able to make an effective contribution. The more you know, the more powerful you can be in the world.

The quote from Sir Tim Brighouse symbolises our approach to leadership. It is our role as a leadership team to create the best possible learning environment for our teachers to teach in. In return we expect the best possible teaching from them and our results show this over time. We have created systems and structures that support high quality learning while minimising workload and maximising impact.

Eastbrook is part of the Barking Abbey family and in joining our community you will be part of a group that educates nearly 5000 students with over 400 staff. We are well regarded with a fantastic reputation due to our supportive culture for staff, inclusive environments for students and excellent academic achievements at all levels.

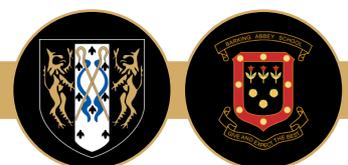
If you think the way that we do and absolutely believe in the potential of all young people, then we can offer you the chance to make a difference and change our community for the better.

I look forward to receiving your application.

Kind regards,

Tony Roe

Executive Headteacher
Barking Abbey and Eastbrook Schools



Eastbrook School

Part of the Barking Abbey Family

"We are what we repeatedly do. Excellence, therefore, is not an act, but a habit."

Aristotle

Welcome

Thank you for expressing an interest in applying to work with us.

At Eastbrook secondary phase, all students are given the opportunity and platform to work, study hard and achieve in all aspects of the curriculum, in and outside of the classroom. We believe that all students should demonstrate good character in all aspects of their life and our curriculum is built around our **PROUD** habits: Principled, Resilient, Open, Understanding and Disciplined. We are a School of Character, which allows students to demonstrate these habits to offer a full and rounded educational experience.

We are very fortunate to have a very new school site, which offers some of the best teaching facilities in the area. Our learning spaces are second to none and include high quality science labs, professional level art and photography studios, the latest technology facilities, high spec music and drama facilities and equipment and multiple spacious sports halls, with professional equipment. All of which give students the best platform for high quality teaching and learning, where teachers are able to teach and learners are able to learn.

We have three key aims for all students that attend Eastbrook School:

- For all students to strive for **Excellence**.
- For all students to feel that they **Belong**.
- For all students to have the platform to **Succeed**.

To achieve these aims, we ask that all students are **PROUD**. **PROUD** of the work that they produce and the effort they put into their learning. **PROUD** of their achievements and that we have a culture of achievement where we celebrate the successes of others. And finally, but most importantly, that all students, staff and families are **PROUD TO BE** part of the Eastbrook and Barking Abbey family and community.

Eastbrook is an evolving and improving school. If you see potential in all young people and want to help harness and captivate the minds of eager and enthusiastic learners, we can offer you the chance to make a difference and improve our school for the better.

So, welcome once again to Eastbrook School and we look forward to you joining us and contributing to a community that you are **PROUD TO BE** part of.

Kind regards,

Jamie Gibson

**Eastbrook Secondary School Headteacher
Barking Abbey and Eastbrook Schools**



Eastbrook School

Part of the Barking Abbey Family

"One child, one teacher, one pen and one book can change the world."

Malala Yousafzai

Welcome

Thank you for expressing an interest in applying to work with us.

We believe that a truly outstanding school is one that enables all children to achieve their best.

One where academic attainment is high and the academic progress of individuals is maximised. It is a place where all children acquire the character virtues that lead to success in school and university, in work and life beyond.

We are looking for an outstanding individual to join us on our journey to becoming just such a school.

All staff play a fundamental role in helping students achieve academically, whilst developing their character strengths. You will role model commitment, hard work and good character, and strive to exemplify our core virtues.

In return we commit to giving you the time, inspiration, support and coaching to flourish.

If this role matches your vision and you are excited by the possibility of joining our dynamic staff team, then we'd love to hear from you.

Kind regards,

Evan Hollows

**Eastbrook Primary School Headteacher
Barking Abbey and Eastbrook Schools**



JOB INFORMATION

SENCO - Primary

Full Time, Permanent
Start date: As Soon As Possible
Salary scale: UQT/MPS/UPS plus SEN Allowance

We are looking for an outstanding and inspirational SEN leader to join us on our continued journey towards excellence.

The successful candidate will have the vision, creativity and experience to lead SEN across the Primary phase, with the support of a wonderful and dedicated team of colleagues. You must have a clear understanding and experience of effective teaching and learning as well as raising and sustaining achievement especially within ASC provision. You must be a strong communicator and team player and be able to engage effectively with all our children, their families and staff.

Eastbrook school is an all through school in the London Borough of Barking and Dagenham. The school has served the local community since the 1930s but transferred into a new, state of the art building in 2017. In December 2021. Eastbrook School was graded as 'good' by OFSTED noting that 'leaders and staff have embedded a culture of high expectations' and that 'pupils feel safe and supported'.

The successful candidate must:

- Lead a team of teachers and support staff.
- Oversee the teaching, learning and assessment of our autistic pupils.
- Liaise with specialist staff and external professionals to coordinate their input to improve practice.
- Demonstrate optimism about children and expect the highest possible standards.
- Be able to demonstrate excellent teaching and have an excellent record of practice with autistic children.
- Have the ability to communicate effectively with parents, including leading annual review meetings.
- Have a track record of successfully raising standards and ensuring all pupil groups make good progress.
- Have the drive, determination and enthusiasm to enhance the high level of learning in our school.
- Possess excellent organisational and communication skills and have the ability to motivate and support colleagues.
- Think strategically and act practically to promote school improvement.
- Have a commitment to working in partnership with all school stakeholders, and the local community.

In return we offer:

- A Good school with a welcoming and supportive community.
- A student-centred, progress focused ethos.
- The opportunity to work with passionate, hardworking and supportive staff.
- A supportive and committed Leadership Team and Governing Body.
- A commitment to develop your skills through continued professional development.
- Purpose built specialist learning environment with industry level resources.
- A school which understands the importance of staff well-being and workload management.

Eastbrook School is committed to safeguarding and promoting the welfare of children and is an Equal Opportunities Employer. Eastbrook is an all through school. Whilst staff may be primarily based in secondary or primary, there is an expectation that staff contribute to and work across all key stages. This post is exempt from the Rehabilitation of Offenders Act 1974 and a comprehensive screening process, including Disclosure check, will be undertaken on all successful applicants.



JOB DESCRIPTION

Job Title:	SENCO – Primary School
Grade:	Unqualified/Main/Upper Pay Scale (Teaching Commitment: 50% minimum)
Department:	SEN
Location:	Eastbrook School
Line Manager:	Senior Leadership Team
Line Management of:	Secondary SENCO, ASC ARP Lead, External Agencies, Class Teachers, Support Staff

Overall Purpose of the Role

The Primary SENCO will lead and coordinate provision for pupils with Special Educational Needs and Disabilities across the primary phase. Alongside a substantial teaching commitment, the SENCO will oversee the identification, assessment, planning, and review of SEND provision; support staff to deliver high-quality inclusive practice; and work collaboratively with key colleagues to ensure strong outcomes for pupils with SEND.

The postholder will work closely with the Secondary SENCO to ensure consistent approaches, shared systems, and effective transition across the whole school. The Primary SENCO will be line managed by a member of the Senior Leadership Team and will collaborate regularly with the ASC ARP Lead (but will not lead or manage the ARP).

Key Responsibilities

1. Teaching

- Deliver high-quality teaching that models excellent inclusive practice.
- Adapt teaching to meet the diverse needs of pupils, including those with SEND.
- Maintain strong academic progress and pastoral support for all learners.
- Contribute to curriculum planning with a focus on accessibility and inclusion.

2. Strategic Leadership of SEND (Primary Phase)

- Lead and coordinate SEND provision in line with the SEND Code of Practice (0–25).
- Oversee the identification of pupils with SEND, ensuring timely and accurate assessment.
- Maintain and monitor SEND registers, provision maps, pupil profiles and support plans.
- Ensure statutory requirements for pupils with EHCPs are met, including planning, provision, and Annual Reviews.
- Monitor and evaluate the effectiveness of SEND interventions and classroom strategies.
- Work with the Secondary SENCO to align systems, share successful practice, and ensure smooth transition between phases.
- Provide leadership and guidance on SEND policy, procedures, and best practice.
- Champion inclusion across the primary school and promote high expectations for pupils with SEND.

3. Collaboration and Communication

- Work closely with the ASC ARP Lead to ensure inclusive practice across settings and appropriate support for pupils accessing mainstream lessons.
- Act as a key point of contact for external professionals (EP, CAMHS, SALT, OT, Local Authority).



JOB DESCRIPTION

- Develop strong relationships with parents and carers, ensuring they are engaged and informed.
- Support teachers and support staff in understanding and implementing strategies for pupils with SEND.
- Contribute to wider school development related to inclusion and SEND.

4. Pupil Progress, Assessment & Review

- Track and monitor the progress of pupils with SEND using a range of data sources.
- Provide analysis to SLT and teachers to inform planning and provision.
- Lead Annual Reviews and review meetings for primary pupils with EHCPs.
- Ensure all SEND pupils have clear, measurable targets that are regularly reviewed.
- Ensure high-quality paperwork and statutory documentation is completed accurately and on time.

5. Leading and Managing Support Staff

- Line manage all SEND Teaching Assistants and HLTAs in the primary phase.
- Lead on recruitment, deployment and workforce planning for SEND support staff.
- Set clear expectations, provide coaching, mentoring and guidance.
- Conduct appraisal processes in line with school policy.
- Identify and support professional development needs across the SEND team.
- Ensure TA/HLTA practice is consistent, effective and aligned with school priorities.

6. Staff Development and Capacity Building

- Provide training and INSET for teachers, TAs and HLTAs on SEND practices, interventions, and approaches.
- Disseminate up-to-date knowledge of SEND research, strategies, and legal requirements.
- Support staff in delivering high-quality inclusive teaching through modelling, guidance, and collaboration.

7. Safeguarding & Pastoral Responsibilities

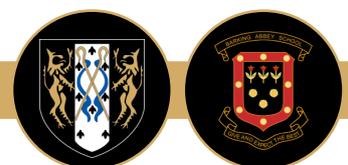
- Promote and safeguard the welfare of pupils with SEND in line with school policies.
- Work with the safeguarding team to support vulnerable pupils.
- Ensure safeguarding considerations are embedded in SEND planning and provision.
- Ensure staff are aware of how to raise concerns and follow safeguarding procedures.

8. Generic Teaching & School Responsibilities

- Maintain a safe and purposeful learning environment.
- Contribute to school duties (e.g. break, arrival, dismissal) as required.
- Attend staff meetings, parent events, CPD and wider school activities.
- Uphold school policies including behaviour, equalities, health & safety, e-safety and data protection.
- Contribute to whole-school improvement planning and evaluation.

9. Other Duties

The duties above are indicative and may vary over time. The postholder may be required to undertake additional responsibilities consistent with the nature and grade of the post.



JOB DESCRIPTION

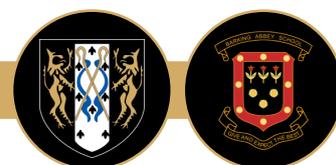
Whole School Responsibilities

- Promote the safeguarding and welfare of children and young persons the post holder is responsible for, or comes into contact with. Be aware of school policies and other guidance on the safeguarding and promotion of wellbeing of children and young people. Take appropriate action where required.
- Ensure that whole school policies are effectively implemented including health and safety, equal opportunities, e-safety, confidentiality and data protection.

The school is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. You are therefore under a duty to use the schools' procedures to report any concerns you may have regarding the safety or wellbeing of any child, or young person.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the school: the pay level has been established on this basis.

All staff will be expected to comply with any reasonable request from the Headteacher or Governors to undertake work that is not specified within this job description. This job description is not a comprehensive definition of the post. It will be reviewed on a regular basis and may be subject to modification or amendment at any time.



PERSON SPECIFICATION

Qualifications

Criteria	Essential	Desirable
Qualified Teacher Status	✓	
National Award for SEN Coordination (NASENCO) or willingness to achieve	✓	
Recent professional development relevant to SEND	✓	
Commitment to ongoing CPD	✓	
Up-to-date safeguarding training	✓	
Further qualification in SEND/Inclusion		✓

Experience

Criteria	Essential	Desirable
Successful teaching experience in primary phase	✓	
Experience supporting pupils with a range of SEND	✓	
Experience contributing to or leading SEND provision	✓	
Experience leading or managing support staff	✓	
Experience working with external agencies	✓	
Evidence of improved outcomes for pupils with SEND	✓	
Experience delivering staff training		✓
Experience with multi-agency working and family partnership	✓	
Experience with EHCP processes	✓	
Experience supporting pupils with ASC		✓

Knowledge

Criteria	Essential	Desirable
Understanding of SEND Code of Practice (0-25)	✓	
Knowledge of inclusive teaching strategies	✓	
Knowledge of assessment and data tracking for SEND	✓	
Understanding of learning behaviours and engagement	✓	
Knowledge of safeguarding procedures	✓	
Knowledge of ASC strategies		✓
Understanding of transition processes	✓	



PERSON SPECIFICATION

Skills / Attributes

Criteria	Essential	Desirable
Good or outstanding classroom practice	✓	
Excellent interpersonal and communication skills	✓	
Ability to lead and motivate TAs/HLTAs	✓	
Ability to coach and develop staff	✓	
Strong organisation and time-management	✓	
Confidence in analysing data	✓	
Competent ICT skills	✓	
Inspirational and promotes high expectations	✓	
Collaborative working across school	✓	
Resilient, determined and solution-focused	✓	

General

Criteria	Essential	Desirable
Supports school vision, values and ethos	✓	
High expectations of self and others	✓	
Commitment to safeguarding and welfare	✓	
Emotional resilience and professionalism	✓	
Suitable to work with children	✓	



EXPECTATIONS OF STAFF

In addition to the specific requirements of the advertised role, all members of staff are expected to adhere to the areas outlined below:

ALL STAFF

To promote the vision, culture and ethos of the school.

To help maintain excellent behaviour across the whole school.

To contribute to the effective working of the school.

Role model the school's **PROUD** values - Principled, Resilient, Open, Understanding and Disciplined.

Support the school's values and ethos by contributing to the development and implementation of policies, practices and procedures.

Help create a strong school community, characterised by excellent behaviour and caring, respectful relationships.

Help develop a culture and ethos that is committed to high academic achievement and the development of good character.

Undertake and, when required, deliver or be part of the appraisal system and relevant training and professional development.

Implement and adhere to Eastbrook School's Code of Conduct and safeguarding policies, ensuring the health and well-being of students is maintained at all times.

Undertake other various responsibilities as directed by the Headteacher.

TEACHING STAFF

To achieve the highest quality outcomes and standards of learning for all students.

Plan, prepare and teach engaging and effective lessons of the highest standard that motivate, inspire and develop students' skills, knowledge, character strengths and a love of learning.

Use regular assessments to set targets for students, monitor students' progress and respond accordingly to the results of such monitoring.

Develop and maintain high expectations of routines, behaviour and attainment for your classroom and the wider school.

Ensure that all students are on track to achieve at least nationally expected standards of attainment and, where this is not the case, intervene appropriately to address the identified gaps in learning.

Enrich the curriculum with extra-curricular activities and educational visits that reinforce learning.

Maintain regular and productive communication with students, parents, carers and colleagues.

Implement and promote Eastbrook School's Code of Conduct and safeguarding policies, ensuring the health and well-being of students is maintained at all times.



PERSONAL AND PROFESSIONAL QUALITIES

In addition to the specific requirements of the advertised role candidates will have:

An understanding of, and a commitment to, the vision and values of the school.

An understanding of how to establish and instil consistently high standards of behaviour and a culture of high achievement.

A genuine belief in the potential of every child to be skilled, knowledgeable and virtuous.

An appreciation of the value of data to identify weaknesses and inform continual improvement.

The drive and perseverance to continually reflect, evaluate, improve and learn.

Integrity and a willingness to take personal responsibility for their own actions.

Excellent organisational skills and ability to work effectively and efficiently with others.

A strong ethos of service and the desire to work collaboratively with partner stakeholders, agencies and peers, within and beyond the school.

Commitment to equality of opportunity and the safeguarding and welfare of all students.



VISION & APPROACH

Eastbrook is a happy, purposeful place where young people and adults enjoy learning together. We have a clear vision for the school that is based on a broad understanding of what success looks like for our students.



Our vision is for Eastbrook to be a school where academic attainment is high and the academic progress of individuals is maximised; a place where all young people acquire the character habits that lead to success in school and university, in work and life beyond.

To ensure this success we have developed a character and academics curriculum, offering an educational experience that stimulates an appetite for learning, and encourages and guides our students to achieve beyond their perceived potential.

We take an inclusive approach that maintains a focus on the well-being and progress of every young person. We provide a safe place for learning through the application of our positive behaviour system and we achieve better results by establishing a partnership between parents and teachers.

All the adults who work at the school are committed to this clear vision and are driven by our shared understanding of what success for our students looks like and how we achieve that success together.

To find out more, take a look at our website:

www.eastbrookschoo.org



OUR COMMITMENT TO YOUR DEVELOPMENT

At Eastbrook we know that investing in you is an investment in our students' success.

The Senior Leadership Team at Eastbrook School highly values staff professional development, at all levels.

Weekly personal and professional development time provides the opportunity for staff to train, discuss ideas and collaborate with colleagues, as well as reflecting on your own and others' practice.

In addition, the school will support you in developing your specific talent and furthering your career. Whether you are interested in developing an area of expertise or whether you are interested in developing as a leader, we will support you in identifying the appropriate course.

At Eastbrook, you will be encouraged and supported to find and pursue your own development path, from professional qualifications such as the NPQ courses to academic qualifications, such as masters degrees.



RECRUITMENT TIMELINE

CLOSING DATE FOR APPLICATIONS	Friday 12th December 09.00am) 2025
NOTIFICATION SENT TO SHORTLISTED CANDIDATES	TBC
INTERVIEW AND TASKS	WC: 15/12/2025



SAFER RECRUITMENT

Eastbrook is committed to safeguarding and promoting the welfare of children and young people in our school. In order to meet this responsibility, our school follows a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail on request.

DISCLOSURE

Eastbrook requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

APPLICATION

Complete the application form and send it by email to Jobs@eastbrookschool.org or via TES.

SHORTLISTING

Only those candidates meeting the right criteria will be taken forward from application.

INTERVIEW

Shortlisted candidates will take part in an interview process that includes teaching a lesson and an interview. We will be assessing all candidates on their commitment to our values as well as their teaching ability and experience. During interview, candidates may be asked to address any discrepancies, anomalies or gaps in their application form.

REFERENCE CHECKING

As appropriate, references from your previous and current employer will be taken up following interview. Where necessary other previous employers may be contacted to gather further information.



ENCOURAGING DIVERSITY

Eastbrook School is committed to eliminating discrimination and encouraging diversity amongst our employees. Barking and Dagenham is one of the most diverse London boroughs. Our aim is that our workforce is representative of the people that live in the borough and that each employee feels respected and able to give their best.

To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.



SCHOOL INFORMATION



Eastbrook School is an Ofsted rated Good, all-through school in the London Borough of Barking and Dagenham and is part of the Barking Abbey family. Founded in 1933, Eastbrook has a well-established history of serving the local community, with many generations of families attending as students and even joining as staff. The primary school opened in 2016 and is growing in size year on year. The secondary school transferred into new, state of the art buildings in 2017, benefitting from purpose-built specialist learning environments with industry level resources.

VALUES AND VISION

Our curriculum is built around our Primary Virtues: **Curiosity, Perseverance, Teamwork, Gratitude, Kindness** and our Secondary **PROUD** habits: **Principled, Resilient, Open, Understanding** and **Disciplined**. We are a School of Character which allows students to build and demonstrate these habits through a full and rounded educational experience.

Eastbrook School promotes a student-centred, progress focused ethos within a welcoming and supportive community. At Eastbrook, we believe that a truly outstanding school is one that enables all students to achieve their best. One where academic attainment is high and the academic progress of individuals is maximised. It is a place where all students acquire the character habits that lead to success in school and university, in work and life beyond.

Staff deliver an inclusive and challenging curriculum, with regular and robust assessment, and outstanding pastoral care.

The proportion of students who speak English as an additional language or come from minority ethnic groups is high. The proportion of children who are eligible for the Pupil Premium is well above average. The Pupil Premium is additional funding given to schools for children in specific groups, including those in the care of the local authority and those known to be eligible for free school meals.

Contact Us:

Eastbrook School
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Email: office@eastbrookschoo.org

Getting Here:

Ample onsite parking is available.
The nearest tube station is Dagenham East on the District Line.
Bus routes 174 stopping outside and 103 nearby.

