



BRIGHTON COLLEGE
DUBAI

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Director of Inclusion (Whole College)

Date of Advert: January 2020

Job Start Date: September 2020



In partnership with **bloom.education**



Brighton College Dubai wishes to recruit a Director of Inclusion (Whole College)

Introduction

We are currently seeking to appoint experienced, well-qualified, and inspirational teachers to join us for Brighton College Dubai in 2020. Staff will be given many opportunities to contribute to the life of the School both in and out of the classroom. It is expected that all colleagues will support one another in what will be an immensely exciting but also at times challenging project in establishing Brighton College Dubai as a true leader in the city of Dubai. It is expected that this will be achieved through the collective efforts of an exceptional and hardworking team with the united goal of ensuring that every child reaches their potential both academically and socially, by pushing boundaries and broadening horizons.

Brighton College Dubai benefits from a strong partnership with Brighton College, the UK's top co-educational school, and with Brighton College Abu Dhabi, Brighton College Al Ain and Brighton College Bangkok. The Brighton family of schools currently educates more than 4,000 pupils. Our position as a member of a group of leading academic schools, creates opportunities for professional development and career progression which are seldom, if ever, matched.

Packages are competitive, with a good salary and comprehensive benefits. We offer a range of support for Continuing Professional Development.

The College

Brighton College, the UK's top co-educational school, opened its fourth sister school in Dubai in September 2018, following in the footsteps of Brighton College Abu Dhabi (2011), Brighton College Al Ain (2013) and Brighton College Bangkok (2016).

Brighton College Dubai is comprised of a Preparatory School (for pupils aged 3 to 11) and a Senior School (11-18) and is to be a leading Independent-style British International School located in the United Arab Emirates. With a prime location, it will educate 1,400 pupils across the 3 to 18 age range on a striking new campus in the centre of Dubai, one of the world's most innovative and exciting cities. It offers its pupils a world-class British education in a co-educational setting, leading to IGCSE and A-level studies, and entry to the world's leading universities.

A key component of Brighton's internationalisation is the importance it places upon ensuring that its sister schools are authentically interpreting its values and ethos. Each school combines academic excellence with a wealth of co-curricular opportunities, all underpinned by a deep commitment to the individual needs and enthusiasms of every child, and each values the importance of the individual: every boy and girl in the Brighton family of schools is valued for his or her own sake and encouraged to develop his or her talents to the full, in a community where there are no stereotypes and where every achievement, however small, is noticed.

Brighton's success is built upon recruiting genuinely inspirational teachers who can enthuse about their subject and will help to create an exciting and vibrant intellectual environment in which children can explore their interests, develop their existing talents and acquire new ones.

In 2020 Brighton College Dubai will have classes from Foundations Stage 1 through to Year 11. It is expected that in a relatively short period of time the school will operate a full IGCSE and A Level programme aiming to be the leading British international school in the Emirate of Dubai with heavily oversubscribed applications for entry.

The School works closely with the local education regulator KHDA (Knowledge and Human Development Agency) to ensure that not only are all regulator and accreditation requirements fulfilled but will act as an example of best practice to be shared in many areas of teaching and pupil experience.



Brighton College Dubai wishes to recruit a Director of Inclusion (Whole College)

JOB DESCRIPTION

Job Description: Director of Inclusion

Consulting with: All staff

Reporting to: The Head Master

OVERVIEW

The Director of Inclusion will lead an integrated team of specialists who will collectively ensure that every pupil is provided with the help and support they need to enable them to achieve. As a Senior Leader, you will have the autonomy to define and shape this provision, within College policy.

As part of the Leadership Team, the responsibility of the Director of Inclusion Leader is considerable, and the expectations of their performance will be high.

AIMS

- To support the College, Senior and Prep leadership teams in creating, developing and evaluating the aims of the school in partnership with pupils, staff, governors and parents. in creating, developing and evaluating the aims of the school in partnership with pupils, staff, governors and parents.
- To support and advocate for the view that the success of inclusive schooling is heavily dependent upon the school community holding positive views about the potential of all pupils, irrespective of background, ability or culture.
- Ensure that the school provides inclusive education, which is about access to quality education for all pupils, particularly those of determination and those with special educational needs, by effectively meeting their diverse needs in a way that is responsive, accepting, respectful and supportive
- To manage and coordinate provision for children with special educational needs, English as an additional language, more able, gifted and talented and within the Emirati group.

KEY LEADERSHIP RESPONSIBILITIES

- To support and contribute to the school's system for the review and evaluation of teaching and learning.
- To contribute to the pastoral care and general behaviour of the pupils in the school.
- To display a high standard of professional behaviour and integrity at all times.



- To develop a positive, supportive ethos for academic and social learning.
- To keep abreast of local and national educational initiatives and cutting edge educational thinking through own professional development

KEY INCLUSION LEADER RESPONSIBILITIES

- To lead a team responsible for pupils with Special Educational Needs, those who speak English as an Additional Language, those who are identified as More Able, those with behaviour needs as well as those who are Emirati.
- To coordinate the day to day provision of education for all children on the Inclusion, EAL and Sheik Zayed Group registers.
- To oversee the day to day operation of the school's SPEN, Inclusion and EAL policies and encourage all members of staff to recognise and fulfil their statutory responsibilities towards pupils with learning differences.
- To lead the administration for all Knowledge and Human Development Authority (KHDA) regulations to ensure compliance with Ministry of Education requirements, with respect to all aspects of Inclusion.
- To have a robust understanding of the Dubai Inclusive Education Policy, Implementing Inclusive Education: A Guide for Schools, School Inspection Framework, SEN Code of Practice (UK 2015) and JCQ regulations (UK).
- To line manage the inclusion team.
- To be responsible for contributing to the continuous improvement of the quality of teaching and learning throughout the school.
 - To contribute to INSET in the school.
 - To maintain the list of SEN and supported pupils and to oversee their records.
 - To coordinate diagnostic assessments of pupils.
 - To liaise with parents of children with SEN.
 - To ensure that there are procedures, which assess a pupil's educational need as part of the admission process.
 - To liaise with external services.
 - To ensure that all pupils, regardless of gender, religion, ethnic background and special educational needs participate as fully as possible in the life of the school and that social inclusion takes place.
 - To monitor and evaluate the quality of provision in the department.
 - To oversee the organisation of intervention groups across the school.
 - To coordinate the training and professional development of the inclusion team.
 - To advise and support colleagues in catering for the needs of pupils with SEN.
 - To attend Prep, Senior and College Leadership Team meetings.



- To manage the inclusion budget and provide appropriate Inclusion resources.
- To keep up to date and disseminate information on matters related to inclusion to all members of staff.
- To provide regular reports on the pupils on the SEN register and their progress.
- To produce and regularly review the Inclusion Policy for the school and ensure it is disseminated to the staff and put into practice.

PERSON SPECIFICATION

We are looking to appoint a person who in interview and by virtue of their qualifications and experience best demonstrates that he/she:

- Is suitably qualified for the responsibilities of the post.
- Displays a commitment to the protection and safeguarding of children and young people.
- Has the ability to fulfil the responsibilities of the post with energy, enthusiasm and excellence.
- Has a clear sense of direction for the department and able to think strategically.
- Has the ability to skilfully lead, manage and motivate departmental colleagues, through direction and delegation.
- Is able to delegate effectively and fairly.
- Has strong interpersonal and communication skills.
- Is prepared to take challenging decisions when required.
- Has the ability to form relationships and to motivate pupils.
- Has the ability to achieve the highest standards in:
 - a. Teaching effectively throughout the age and ability range.
 - b. Subject Knowledge and application.
 - c. Classroom Management.
 - d. Assessment, recording and reporting pupils progress.
- Ability to win and maintain the trust and confidence of parents, pupils, staff and others.
- Will support colleagues and the school when either professional reputation is challenged.
- Is enthusiastic about the subject and able to inspire the same enthusiasm in others.
- Is able to challenge the pupils and staff to develop their full potential.
- Encourages and allows colleagues to utilise their skills, professional judgement and strengths, and supports the development of areas less strong.
- Ensures that the highest academic standards and expectations are met.
- Has an on-going commitment to their own professional development, particularly from a classroom perspective.
- Has a commitment to learning beyond the classroom in areas such as: departmental trips, society meetings and university preparation.
- Remains up-to-date with educational and academic development within the subject.
- Is alert to opportunities to develop new teaching and learning strategies and encourages debate about good practice.
- Is flexible, creative and patient in challenging environments.
- Has a sense of humour and a sense of perspective.



REMUNERATION

- An attractive salary
- Accommodation
- School fee remission (maximum 2 children)
- Private medical insurance for the post holder and his/her dependants
- Annual return flights to the home country for the post-holder and his or her family

All of the above in line with specific school policies

HOW TO APPLY

All applications must consist of the following completed documents:

1. Letter of application (maximum one and a half sides of Garamond 12) addressed to Mr Simon Crane, Head Master of Brighton College Dubai. Please state clearly in your letter your teaching experience, together with details of your co-curricular strengths and contributions. This should be attached to your electronic application.
2. CV (maximum 4 sides) naming two referees, one of whom must be your current or most recent employer. This should be attached to your electronic application.

Please note:

Incomplete applications will not be considered and Brighton College Dubai reserves the right to make an appointment at any stage of the recruitment process.

Due to the expected high levels of interest in positions at the School, applications will be acknowledged on receipt however only candidates selected for interview will be contacted within 21 days of the closing date for applications.

CLOSING DATE AND INTERVIEWS 20th February 2020

Interviews are likely to take place at the beginning of March, please note Brighton College reserves the right to appoint once the right candidate has been found.

Brighton College Dubai is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Please note that should your application be successful, a police check will be undertaken in the country of origin; in the UK, a disclosure will be requested from the UK's Disclosure and Barring Service