



School/Service Name: The Catholic School of St Gregory the Great
Address: St James Square, Cheltenham, Cheltenham, Gloucestershire
Postcode: GL50 3QG

Phone Number: 01242 513659
E-mail Address: sbm@st-gregorygreat.gloucs.sch.uk
Web Site: www.st-gregorygreat.gloucs.sch.uk
Job Title: Inclusion Manager
Grade: Main Scale
Attendance: All year round
Start Date: 08/04/2024
Full Time/Part Time: Full Time
Contract: Permanent

Part time/full time – 0.8 – 1FTE (0.8 Inclusion Manager with 0.2 PPA teaching commitment to make up to full time if required to find the right candidate)

We are looking for an inspirational teacher with relevant experience to become our new Inclusion Leader. You will lead the departments for children with SEND, EAL and those receiving Pupil Premium funding, contributing towards these children reaching their full potential and achieving at least expected levels of progress.

The position will involve overseeing those who work with individuals and small groups as well as advising teachers on adaptations to their first quality teaching. This will include analysing both internal and external data, reporting and liaising with relevant stakeholders and leading a committed team of Teaching Partners and Pastoral staff.

Our school is proud to be a diverse community of children with many different needs and has a larger than average proportion of children with EAL who are well provided for by the established EAL department.

This is one position but we are willing to be flexible with the number of hours that the successful applicant will be employed for according to the skills that they have. We have therefore allocated 0.8 FTE to the Inclusion Leader role. Any hours in addition to this will be assigned to PPA teaching – this can be discussed at interview and agreed with the successful candidate upon appointment.

It is imperative that the successful candidate is passionate about inclusion and equity of provision and therefore, if they do not yet have their SEN Accreditation, we will fully support them in gaining this.

The successful candidate will:

- Contribute fully to the values, aims and ethos of our Catholic school
- Understand how to adapt teaching and be comfortable with advising and monitoring others in doing so
- Have a good understanding and experience of how children learn and the specific needs of those with SEND, EAL, trauma and those who receive Pupil Premium funding
- Understand fully the philosophy of trauma informed relational practice and live this out in all practice, supporting other colleagues in doing the same

- Be committed to continuing to raise standards of teaching and learning across the school
- Demonstrate excellent interpersonal skills and the ability to inspire, motivate and support colleagues
- Have a commitment to working strategically as part of the school's excellent team, working collaboratively with colleagues, parents, Governors and a range of colleagues in outside agencies
- Have a full knowledge of the Code of Practice and oversee statutory requirements for SEND including EHCPs, My Plans, My Assessments and My Plan Plus
- Be able to use a variety of data sources to analyse performance and implement interventions for children with a range of needs
- Work with fellow professionals to achieve the very best outcomes for children with additional needs
- Analyse and report on impact of spending, strategically planning future interventions and plans with regard inclusive practice and improving pupil progress
- Be excited by the prospect of working within a wider SENDCo team within the Trust and be ready to support and receive support from other SENDCos to utilise each other's' strengths
- Be fully supportive of the ethos of our Catholic School even if they are not themselves a practising Catholic.

In return, the successful candidate will be welcomed into a committed and hard-working team where our children are at the heart of all we do. Employees benefit from Cycle to Work scheme, an Employee Assistance Programme, reflective supervision, ongoing CPD and training and half price childcare when at work.

Visits to the School are warmly welcomed. Please arrange to visit and ask for a Person Specification and Job Description by contacting our Business Manager, Mrs Claire Harte on 01242 513659 or sbm@st-gregorygreat.gloucs.sch.uk or visiting our website vacancies page at www.st-gregorygreat.gloucs.sch.uk.

Application Details:

Please note we do not accept CV's. Please apply using our application form available from our website. This school is committed to equality, diversity, inclusion and safeguarding to promote the welfare of children and young people and expects all staff, volunteers, to share the same commitment. The successful applicant will be appointed subject to satisfactory completion of all safer recruitment processes including obtaining an enhanced Disclosure and Barring Service (DBS) Certificate. The post is subject to a six-month probationary period.

Closing Date: 11am on 19/02/2024
 Interview Date: 27/02/2024