



## **Whole Academy Inclusion Lead** **September 2023**

We are seeking to appoint a permanent full time Whole Academy Inclusion Lead with effect from September 2023 to join our Senior Leadership Team.

Reporting to the Joint Head of Academy, the role will be integral in ensuring that the work of the academy reflects its core aims and objectives and vision, values and ethos within a strong forward thinking and innovative college setting in our highly successful academy which holds good Ofsted status.

The role will work with all staff to raise levels of achievement for all students within the inclusion setting as well as to ensure they remain safe and happy whilst in our care.

The role exists to lead our approach to inclusion at Plume Academy, ensuring that all students' needs are met, they have full access to our curriculum, and are able to achieve their full potential. It is a whole-school responsibility, developing the quality of our curriculum and teaching to enable all pupils (including those with additional needs) to make excellent progress.

A large part of the role is leading the SEND faculty in ensuring an exceptional climate for learning in which staff and vulnerable learners can flourish, both academically and in terms of their own personal development. The holder of this role will ensure that the day-to-day running of the SEND faculty functions efficiently and effectively, and that all relevant policies and procedures are fit for purpose and are applied robustly and fully.

Working with the Whole Academy Mental Health Champion, you will coordinate matters directly relating to LGBT+ initiatives to work alongside the academy's many external partners such as the Rainbow Award and Just Like Us in matters directly relating to students, maintaining the accreditation and focus. To support the academy's faculties and their respective staff to champion our LGBT+ approach and to effectively engage our parents and carers to further their understanding of LGBT+.

You will work alongside the members of the Senior Leadership Team to effectively support, guide, and manage the academy's staff to provide a secure, rigorous, and stimulating environment, as well as a sense of teamwork and collaborative respect. In addition, the role will work collaboratively with the Joint Head of Academy in all aspects of the day-to-day management of the academy for students with additional educational needs.

### **Personal Qualities**

The successful applicant should have a good honours degree and a QTS or equivalent teaching qualification and have the NASENCO qualification. In addition, proven successful experience of outstanding leadership and classroom teaching experience.

Applicants should be hardworking, enthusiastic and have a high level of commitment and ability to focus on fostering the teaching and learning and personal development of Year 7 to 13 students. They should have an interest in new teaching and learning developments and a

high level of integrity. Experienced candidates should be able to evidence excellent levels of value-added achievement and high retention levels.

Leadership is an important aspect of the role and candidates should have experience as a manager of leading, motivating and line managing staff effectively to raise standards and evaluate the impact of initiatives.

### **Responsibilities of the Post Holder**

A full job description and person specification can be found in the New Candidate Information Pack – Whole Academy Inclusion Lead, which accompanies this advertisement.

### **Pastoral**

All qualified and experienced full time teaching staff are expected to fulfil both an academic teaching role and a pastoral role in the academy and act as a tutor to a group of assigned students. This involves staff in all aspects of tutorial work including guidance, pastoral support, first level safeguarding, monitoring and encouraging progress, contact with parents, writing reports, compiling student references and the delivery of part of the academy's personal tutorial programme during the timetabled tutorial period. For a full time post, a firm commitment to this aspect of teaching is essential.

### **Wider Contribution**

Full time teaching staff may also have opportunities to contribute to the extra-curricular programme. This is very wide ranging and can often enable staff to contribute particular skills and interests where they meet academy needs. Applicants should indicate if they have particular interests and this would be discussed at the time of interview.

### **Remuneration**

Annual salary for a qualified teacher will be in accordance with the academy Teachers Pay Scale, which from appointment for a full time post currently involves a salary within the leadership pay scale of L14 – L18 (2023/24 pay awards), however, current salary of the applicant will be taken into consideration for salary offered. Salaries are reviewed by national negotiation with effect from 1<sup>st</sup> September each year. Progression through the Teachers Pay Scale is subject to acceptable annual performance development review process.

### **Application Process**

If you are interested in the position and wish to discuss the post prior to application, please email Mrs. Dorcas Ologunde, Director of HR at [d.ologunde@plume.essex.sch.uk](mailto:d.ologunde@plume.essex.sch.uk), to arrange a telephone conversation. We are very proud of our academy and what we can offer new members of our collaborative team. The Director of HR and the Joint Heads of Academy will be pleased to discuss the post and provide more information about the post and the academy in general.

To apply please complete the Plume Academy application form (please see link via our website). This must be completed and submitted to [HR@plume.essex.sch.uk](mailto:HR@plume.essex.sch.uk) by the closing date stated (unaccompanied CVs or third party application forms will not be accepted).

**Closing Date: noon 24 April 2023**

**Interviews are likely to take place during that week.**