



Dear Candidate,

We are delighted that you are considering applying for the Head of English position here at our school. At Rivermead, we are committed to providing an inclusive and supportive environment, where everyone is valued and encouraged to reach their full potential. Our school is about the 'person', the complete 'person', to ensure that no one falls through the net. We value our learners equally whatever the difference in their abilities or behaviours and believe that every child matters.

The role of Head of English that you are applying for is crucial to our school's success and one we are eager to appoint the right person for. We are looking for a leader who is passionate about education, dedicated to making a difference in the lives of our learners, and willing to contribute positively to our school community.

We encourage you to take the time to understand the requirements of the role and the values of our school. If you believe you have the skills, experience, and passion that we are looking for, we would be thrilled to receive your application. We would welcome you into Rivermead to see the school and discuss the position further, prior to application.

Please do not hesitate to contact us if you have any questions or require further information about the application process. We look forward to potentially welcoming you to our school community.

Best wishes,

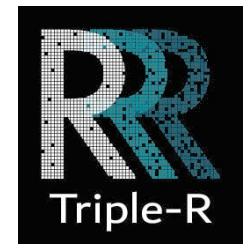


Mark Burgiss
Executive Head



Shelley Campbell
Head of School

Together
on the
road to
SUCCESS



Job Description

Location: Rivermead School

Role: Curriculum Lead - Head of English

Full Time

MPS/UPS

Hours: 32.5 hours a weeks

Are you a passionate and experienced English teacher with a commitment to supporting students with special needs? Are you ready to take on a leadership role in a dynamic and inclusive educational environment? If so, we have an exciting opportunity for you!

Rivermead School is a thriving secondary special needs school dedicated to providing an outstanding and inclusive education to learners with a range of learning difficulties and disabilities. We take time to know our learners and have the highest expectations and aspirations for them. Our learners are polite and courteous and excellent relationships are at the heart of our success. We are committed to ensuring that all learners, regardless of their unique challenges, have access to a high-quality education that prepares them for a successful future.

The Rivermead Inclusive Trust promote Continued Professional Development of all employees and offer exciting prospects for enrichment and promotion for the right candidates.

About the role

We are seeking a Head of English to lead and inspire our English department. As a key member of our leadership team, you will play a crucial role in shaping the academic and personal development of our students. You will have the opportunity to design and deliver an engaging English curriculum that caters to the individual needs of our students, fostering their love for literature, writing, and communication. You will be an innovative, reflective practitioner who can teach to GCSE. The successful candidate will be based at Rivermead School and will support colleagues at our two provisions Rivermead Routes for Re-Integration and Midkent College.



Key Responsibilities

- Lead the English department, providing guidance, support, and training to your team of dedicated teachers.
- Lead on the development of English policy and procedure
- Take part in the school's staff development programme by participating in arrangements for coaching and mentoring, further training and professional development.
- Develop and implement a specialized English curriculum that caters to the diverse learning needs of our students.
- Monitor and assess student progress, working collaboratively with staff to develop and implement effective intervention strategies. Identify, implement, and monitor appropriate literacy-based interventions for pupils requiring additional support.
- Leading on projects and initiatives that promote English across the curriculum.
- Foster a supportive and inclusive learning environment that promotes creativity, critical thinking, and effective communication skills.
- Collaborate with other department heads and the school's senior leadership team to achieve our school's mission and objectives.
- In consultation with the Headteacher and Senior Leadership Team undertake other identified areas of responsibility as necessary to ensure effective delivery of the school's curriculum.
- To share the school's responsibility to support and promote the learning, personal development and well-being of all students.
- Contributing to the school's quality assurance and self-evaluation processes.



Requirements

- A qualified teacher with QTS (Qualified Teacher Status).
- Experience teaching English at a secondary level.
- A deep understanding of the needs of students with special educational requirements.
- Leadership experience, or the demonstrable potential for leadership.
- Strong communication and interpersonal skills.
- Commitment to inclusive education and a passion for supporting students with special needs.

Why Join Us?

- Competitive salary and benefits package.
- The opportunity to make a real impact on the lives of students with special needs.
- A supportive and collaborative working environment.
- Ongoing professional development and career advancement opportunities.
- A chance to be part of a dynamic and innovative educational community



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A degree in English or a related field • Qualified Teacher Status (QTS) • Evidence of continuous professional development 	<ul style="list-style-type: none"> • Further degree or professional qualification in a relevant field
Experience	<ul style="list-style-type: none"> • Proven experience as a teacher of English at secondary level • Experience working with learners with special educational needs including ASD and SEMH 	<ul style="list-style-type: none"> • English subject lead • Proven experience of implementing a phonics programme to accelerate progress in reading • Experience in a leadership role within an educational setting
Skills, Abilities and Knowledge	<ul style="list-style-type: none"> • Excellent knowledge of the English curriculum and the ability to make it accessible for all learners • Strong leadership and team management skills • Ability to develop and implement effective strategies for improving learner literacy • Excellent communication and interpersonal skills • Ability to use ICT effectively in teaching and learning • Have knowledge and understanding of strategies to remove barriers to learning in young people • Ability to produce detailed, concise impact reports relating to the role • Displays commitment to the protection and safeguarding of young people • Values and respect the views and needs of young people • Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children 	<ul style="list-style-type: none"> • Experience of leading a department or significant curriculum area • Driven and hard-working individual • Willingness to provide over and above what is expected • Willing to learn and develop both themselves and others • Knowledge of a range of strategies to meet the needs of students with special educational needs

	Essential	Desirable
Qualities and Attributes	<ul style="list-style-type: none"> • Commitment to inclusive education and the belief that all learners can succeed • Ability to inspire, motivate and lead by example • Resilience and adaptability in the face of challenges • Commitment to safeguarding and promoting the welfare of children • Excellent interpersonal skills • Ability to work independently and lead others • Competent IT skills • Excellent organisational and time management skills • Ability to liaise with and gain the confidence of all school staff • Adaptability and a professional approach to the responsibility of the post • Ability to work autonomously and as part of a team 	<ul style="list-style-type: none"> • Willingness to learn new skills and rise to new challenges • Efficient and competent independent working
Other Requirements	<ul style="list-style-type: none"> • Attendance at evening and early morning meetings may be required 	<ul style="list-style-type: none"> • Desire for development

Offer of employment is subject to a satisfactory enhanced Disclosure and Barring and a Health Declaration.

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment.

Rivermead Inclusive Trust strives to be diverse and inclusive and a place where we can ALL be ourselves. We welcome applications from all diverse and ethnic groups. If you require access arrangements to complete an application form please contact Rivermead Inclusive Trust who will cater to your needs ie. large print, coloured forms and an audio version. If for any reason you have difficulty completing an application form please again contact the Rivermead Inclusive Trust who will support.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of an enhanced DBS check, Health Declaration

How to Apply



If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Neil Massie:

nmassie@academicis.co.uk or 01223 907979 / 07818 875514

Please email your application to, Neil Massie:

nmassie@academicis.co.uk

Closing date: Wednesday 15th January 2025 at noon

Shortlisting: Thursday 16th January 2025

Interview dates: Week Commencing Monday 20th January 2025

We reserve the right to shortlist and interview earlier than the stated closing date, should an appropriate application be received.



Rivermead School
Forge Lane, Gillingham, Kent ME7 1UG