

# BRENTSIDE HIGH SCHOOL

LEARNING AND ACHIEVING TOGETHER



**Deputy SENCO and Teacher of English/Literacy  
Recruitment Pack**



## Message from the Headteacher

Dear Prospective Candidate,

I am delighted that you have shown an interest in the post of Deputy SENCO and Teacher of English/Literacy at Brentside High School and I hope that the information in this pack will encourage you to apply for the position. We seek to appoint a Deputy SENCO and Teacher of English/Literacy who will contribute strongly to the provision for our young people; this is an exciting and rewarding opportunity for the successful applicant.

Our school's journey has been one of sustained improvement over time, developing from an undersubscribed school, with below average achievement, housed in poor quality buildings, to the strong school we see today; oversubscribed, with achievement significantly above that of students nationally and now housed in our impressive main school building with an additional, same-site building added in recent years to meet the demand for places.

I believe that our school is unique and that our diversity of experience, belief and culture enriches our classrooms, which are vibrant and responsive. We know that as a school we change lives, and our staff body is committed to taking every opportunity to do so. We work hard to remove students' barriers to learning and benefit from a wide range of partnerships beyond the school. Our support for students goes beyond the academic, but is also reflected in our students' successes. For the last 10 years, our students' achievement at Year 11 has been significantly above that of students nationally. In addition, for very many years, all of our Year 11 students have completed Key Stage Four with a suite of qualifications, reflecting our inclusive ethos and practice. Our A Level results are usually within the top 10% nationally, though we are particularly proud of two recent years (pre Covid-19) which saw results in the top 2% according to DfE data. We are a high achieving school, and we work hard to ensure this.

We believe that our students have the right to a rich, broad and balanced curriculum. 75%-85% of our students study an EBacc curriculum at Key Stage Four. All students also select an art (visual or performance) at GCSE. This reflects the high value we place on the arts and on other high-quality qualifications such as humanities and modern foreign languages. Between 5% and 25% of our students follow an additional support pathway through the provision of EAL lessons, literacy lessons or curriculum support lessons, enabling learners to accelerate progress and confidence across the curriculum.

The successful candidate can be assured of significant support from the team and the wider staff body. We have a stable, experienced and skilled staff team.

If you would like to speak with a member of our staff team or to visit the school prior to application, please contact Tara Roach, on [t.roach@brentsidehigh.ealing.sch.uk](mailto:t.roach@brentsidehigh.ealing.sch.uk). Completed applications should be received by 10am Tuesday, 7 May 2024.

Yours faithfully

Charlotte Hames  
Headteacher



## Our school

### OUR MISSION

**Brentside High School challenges all to achieve excellence as lifelong learners with the highest expectations of themselves and others. No exceptions, no excuses.**

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“Brentside High School lives up to its vision of high expectations for all with ‘no exceptions no excuses.’ Equality of opportunity sits at the heart of that ambition and is demonstrated through progress made by all groups of students.”  
(Ofsted February 2020)

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### The school and its community

Brentside High School is a large 11-19 mixed comprehensive school serving a culturally and socially diverse community in Ealing. The school is popular and oversubscribed and successfully serves the needs of our local community. Our students are complimentary about the school and also very proud to be part of our learning community. There are currently just over 1700 students and 160 staff.

Our student population is very diverse and representative of the local community. There is no majority ethnic group and between us we speak 67 languages. The diversity of our students is a real strength of the school. The student population is fully comprehensive and nearly 40% of students qualify for pupil premium funding.

Brentside is currently rated by Ofsted as a ‘Good’ school. We engage in a range of partnerships including supporting other schools. Being outward looking is important to us, as we firmly believe

that by working in collaboration with other schools and institutions, the experience that we offer to our students is greatly enhanced. On entry into Year 7 the ability profile of most cohorts is in line with national norms. However, the progress made by our students at both Key Stage 4 and Key Stage 5 is significantly above average. This occurs because of the positive ‘attitude to learning’ displayed by our students and our staff.

### LEARNING AND ACHIEVING TOGETHER

Our school motto ‘Learning and Achieving Together’ underpins everything we do in school from ensuring that all our students are encouraged to achieve their full potential, in and out of the classroom, to the continuing professional development of our highly qualified staff.

Our students are very proud of their school and really are happy, positive and friendly young people that we are proud to serve. We instil into them the realisation that the route to a happy, fulfilling and successful life is through high quality education.





## **Curriculum**

All learners have access to a broad and balanced curriculum, rich in depth and supportive of individual students' needs and aspirations. We believe in social equality and see a breadth of knowledge and skills as key to enabling our students to be confident, informed and capable.

We are ambitious for our students and believe that all should have access to high quality qualifications and to creativity; we pride ourselves on the breadth of our arts provision and also on our EBacc curriculum, enabling all students to study a broad, quality curriculum throughout Key Stage 3 and Key Stage 4, before specialising at Key Stage 5.

Between 75% and 95% of our students study the full EBacc curriculum, with between 5% and 25% of our students studying additional literacy and numeracy or specific subject development lessons.

## **Sixth form**

The school has an active and vibrant Sixth Form offering a wide range of courses to students between the ages of 16 and 19.

The majority of students work towards level 3 (Advanced level) qualifications which will allow them to progress to university. These are A level, CTEC or BTEC certificates and diplomas. In addition, level 3 students study citizenship, PSHE and PE as part of their enrichment curriculum and can study for the extended project qualification (EPQ) as an additional AS qualification.



## Safeguarding Statement

### Principle

Brentside High School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the students in its care. The school believes that all children and young people have the right to grow up in a safe and caring environment, which includes the right to protection from all types of abuse.

The students in our care have the right to expect adults in positions of responsibility to do everything possible to foster these rights. They have the right to be safeguarded from harm or exploitation whatever their:

- race, religion, first language or ethnicity
- gender or sexuality
- age
- health or disability
- political or immigration status

Governors and staff in this school understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

### Purpose

The purpose of the policies which are linked to this statement is to:

- afford protection for the students at Brentside
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes this school a safer place to learn

### Scope

All policies apply to the Headteacher, all staff (including supply and peripatetic staff), volunteers, governors or anyone working on behalf of Brentside High School

We will endeavour to safeguard children and young people by:

- valuing them, listening to and respecting them
- involving them in decisions which affect them
- making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures
- sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- adopting a code of conduct for all staff and volunteers
- providing effective management through induction, support and training
- ensuring staff and volunteers understand about 'whistle blowing'
- dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance



**BRENTSIDE HIGH SCHOOL**

LEARNING AND ACHIEVING TOGETHER

## **Deputy SENCO and Teacher of English/Literacy Inner London Payscale plus TLR2B**

We are a popular 11-19 mixed, multi-ethnic comprehensive school of 1700 students. We require, **from September 2024**, a Deputy SENCO and Teacher of English or Literacy to join our diverse and vibrant learning community.

Our students make excellent progress supported by teaching, learning and assessment of the highest standard. Students 'are extremely complimentary about their school and the staff who work with them. They want to do well, regularly attend and work hard.' (Ofsted)

We are actively committed to partnership work within London and further afield and work with a number of schools and organisations each year supporting the development of strong practice. We offer a supportive and vibrant learning community, outstanding CPD and the opportunity for collaborative working.

This exciting opportunity now exists for an ambitious and talented professional to join our highly successful school and our excellent SENCO team.

Ofsted recognised that 'there is high-quality support available for those new in post' enabling staff to 'quickly integrate into the school' and acknowledged our 'supportive ethos where staff can share best practice and continue to develop new skills'. Staff also enjoy outstanding facilities including high quality ICT provision and access to a fitness suite.

If you believe you have the passion, determination and high expectations to contribute to our vibrant and cohesive community, we look forward to hearing from you.

The school is committed to safeguarding children and the successful applicant will be required to apply for an enhanced disclosure from the DBS. Further information can be found at <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs>

In addition, as part of the shortlisting process, we may conduct an online search as part of due diligence checks in the recruitment process.

**Please visit [www.brentsidehigh.ealing.sch.uk](http://www.brentsidehigh.ealing.sch.uk) for more details of this post or contact the school to request an information pack.**

**Closing date for applications: 10am Tuesday, 7 May 2024**



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## **JOB DESCRIPTION**

### **DEPUTY SENCO (TLR2B)**

Overall purpose to assist in the running of the Department, to ensure that successful teaching & learning and development of the department take place.

#### **Key Accountabilities**

- Assisting the SENCO with the identification, assessment and provision for all children with Special Educational Needs or Disabilities and to deputise for the SENCO if required.
- Support the SENCO with providing a strategic vision for the Department.
- Raising standards of SEND student inclusion, attainment and achievement by monitoring and supporting student progress.
- Advising staff to develop a broad, balanced and inclusive curriculum to help SEND learners succeed.
- Liaising with Learning Support staff, Subject Leaders, Year Leaders and class teachers about students with SEND.
- Engaging in meetings with appropriate outside agencies, under the direction of the SENCO.
- Advising Learning Support staff of the needs of students with learning issues and of suitable methods and strategies to support these needs. This may include the modelling of good practice or support with planning and review.
- Promoting a collegiate approach so that the staff in the department work as a team.
- Managing and deploying available resources including, under the direction of the SENCO, assisting in the day-to-day line-management of staff working within the department.
- Accountability for student progress in the post holder's own literacy/English lesson.
- Teaching small group literacy classes and/or English groups.

#### **Key Tasks**

- To assist with the smooth day-day running of the Learning Support Department.
- To keep up to date with national developments in the departmental area and remain informed of recommended teaching practice and methodology.
- To have an allocated group of key SEND students and be the first point of contact in respect of their needs. (Planning and delivering, in consultation with the SENCO suitable programmes of work and in-class support strategies for students with SEND).
- To assist with the staff development and INSET training with regards to SEND where appropriate.
- To work with the SENCO to ensure that students are awarded appropriate examination concessions in respect of their needs and trained in their usage.
- Keep detailed records of the progress of key students receiving Learning Support.
- Take every opportunity to positively engage with parents and carers, forming strong links to communication regarding all SEND issues related to their children.
- To write or assist with applications for EHC plans.

## **PERSON SPECIFICATION**

### **Qualifications**

- QTS
- A degree or diploma in a relevant area of study.

### **Experience**

At least three years of successful English/literacy teaching experience at Key Stage 3 and Key Stage 4, including work with students with SEND.

### **Candidates should demonstrate the following:**

- Commitment to Equal Opportunities.
- Commitment and determination to ensure that all students make good or better progress.
- Empathy with students with various SEND.
- Competence in communicating clearly in speech and in writing with students, parents, outside agencies and colleagues.
- An understanding of the Code of Practice and its applications in an urban comprehensive high school.
- Ability to manage and lead a multi-disciplinary team.
- Competence in using ICT.
- Competence in assessing student's needs and drawing up learning plans.
- High level administrative and organisational skills.

### **The Learning Support Team at Brentside High School**

The Learning Support Team consists of the Learning Support Coordinator and his/her Deputy and a team of Learning Support Assistants.

The Learning Support Service offers a wide range of support including communication, literacy and numeracy groups, 1:1 support and mentoring as well as in-class support.





## Contact details

**Brentside High School**  
Greenford Avenue,  
Hanwell, London W7 1JJ

**Telephone**  
020 8575 9162

**E-mail**  
[info@brentsidehigh.ealing.sch.uk](mailto:info@brentsidehigh.ealing.sch.uk)

**Website**  
[www.brentsidehigh.ealing.sch.uk](http://www.brentsidehigh.ealing.sch.uk)

## How to find us

### Public transport

The school is served by various bus routes as follows:

E1, E3 and E11 buses stop close to the entrance on Greenford Avenue

E2, E9, E7, E10, buses stop on Ruislip Road East. The main entrance to the school is close by.

### Tube stations

Ealing Broadway (Central and District Line). Take E1, E2 (destination Greenford Broadway) E9 (destination Barnhill Estate) or E10 (destination Northolt) from Haven Green (directly opposite the station). Alight at Brentside High School on Ruislip Road East.

Greenford (Central Line). Take the E6 bus from the stop opposite the station and alight at Greenford Road, near Greenford Broadway. Buses travelling from Greenford Broadway in the direction of Ealing stop outside the school. (E1, E3, E2, E9, E7, E10). Mini cab service available at Greenford Tube station.

### Main line

Hanwell railway station (GWR mainline) is a short bus ride away (E3)

### Parking

60 parking spaces available on site for staff.

Please contact Tara Roach if you require on-site parking for the day of the interview.

