

# Recruitment Pack



Thank you for your interest in our school.  
We hope this information is useful for you.

## Vision & Values

### Values, Aims and Ethos

Our ethos and values are at the core of everything we do.

### Aims

We aim to enhance educational, physical, personal and spiritual development and well-being, by considering the individual needs of all pupils in the school environment. By working together as a multi-disciplinary team, the school aims to provide a holistic approach to learning.

### Mission Statement/ Ethos

Personalised pathways to successful learning and continuous achievement.

We:

- Provide a safe, happy environment which supports the learning of every pupil.
- Provide a broad, balanced curriculum which is relevant and differentiated to meet the needs of the individual.
- Write Individual Learning Pathway Plans (ILPP) and Individual Behaviour Programmes (IBP) (where necessary), which are shared with parents/carers and revised regularly throughout the year.
- Communicate information using home-school books, diaries, letters and newsletters, Twitter or using parents/carers preferred form of communication.
- Offer regular consultations to discuss pupil progress in addition to a pupil's School Report, Education and Health Care Plan review meetings and Transition meetings.
- Work with Children Leeds to ensure the provision of safe and efficient transport, if required.
- Continue to extend mainstream opportunities for inclusion across the key stages.
- Continue to extend work-related learning experiences for older pupils.



## **Core Values**

At the East SILC we believe that 'Every Day is a Chance to SUCCEED'. We provide a bespoke system that underpins and runs throughout our core values for staff, pupils and all stakeholders.

**Support** - support and provide opportunities for all pupils and staff members to maximise their potential

**Understanding** – understand the individual needs of all our pupils

**Compassion** – awareness, kindness and providing positivity for self-worth

**Commitment** – commitment to the learning and growth of all staff through Professional Development and delivering a personalised learning experience for all pupils

**Empathy** – to understand or feel what another person is experiencing

**Enjoyment** – exciting and meaningful learning and enthusiasm for work

**Dignity** – respecting feelings, cultures and values and treat each other as individuals. We promote the right to feel valued and respected.



## About Us

The East Specialist Inclusive Learning Centre (SILC) is a generic special school for children aged 2-19 years old. All our pupils have special educational needs. We are a large specialist setting in the eastern area of Leeds and have expanded significantly over the last few years. We have three main sites:

**John Jamieson** is our through generic special school for pupils with severe, profound and complex needs including learning, physical, hearing, visual impairments, autism spectrum disorder, and other significant health conditions where medical support is required from the nursing team. John Jamieson is the largest of our sites with 169 pupils on roll and includes primary, secondary and Post 16 phases.



**Jack Clark** is our primary site for pupils aged between 4 and 11 years old with moderate to severe learning difficulties including social and emotional needs, autism spectrum disorder, hearing, visual, physical and other health needs not requiring daily medical intervention from the nursing team. At Jack Clark there are currently 60 pupils on roll in 7 classes.



**Roger Cannon** is our secondary site for pupils aged between 11 and 16 years old with moderate to severe learning difficulties including social and emotional needs, autism spectrum disorder, hearing, visual, physical and other health needs not requiring daily medical intervention from the nursing team. Roger Cannon has 122 pupils split over 12 classes.



We also have two partnerships with local mainstream schools – **Whitkirk Primary School** and **Temple Moor High School** where pupils remain on the roll of the East SILC but benefit from an inclusive mainstream social and learning offer. This enables our pupils to access some lessons alongside mainstream peers whilst continuing to access specialist teaching by our own staff.



At Post 16 some students attend our specialist 16+ annex at **Brigshaw High School**, taught by our specialist staff whilst experiencing and benefiting from a larger mainstream campus. This provision best meets the needs of those students who are likely to access college or apprenticeship type provision. All other 16+ students are taught at **John Jamieson** and similar to those students at Brigshaw, follow a curriculum preparing them for adulthood.



For us, all children and young people are unique and deserve a curriculum that is as personalised as possible in order to meet their individual needs and unlock their potential.

To achieve this, we ensure that our skilled teachers plan for each child and young person using their unique Education, Health and Care Plan (EHCP) alongside a broad National Curriculum that is effectively differentiated. This is further enhanced through a wide range of interventions and the expertise of other agencies including:

- On-site nursing team
- Speech and language
- Physiotherapy
- Occupational therapy

In addition to the above services who are provided through the National Health Service we also employ our own Speech and Language team and commission the equivalent of two days Occupational Therapy. This additionality ensures an enriched learning offer and enhanced opportunity to meet each pupil's individual needs.

To keep our teaching and learning support teams at the top of their game, we invest heavily in their professional development recognising the importance of maintaining their knowledge and expertise. We are constantly looking at new strategies to inform our teaching and enhance our offer to pupils, and therefore any new initiatives are based on wide research.

The culmination of all the above ensures a curriculum offer that is creative, imaginative and stimulating whilst offering the flexibility to meet the needs of all our children and young people.

## Red Kite Alliance

The East SILC works in partnership with Red Kite Education which is the focal point of an outstanding educational community based in Yorkshire. The East SILC has access to high quality training and development through Red Kite Education and this is included as part of our CPD offer. Our staff work alongside Red Kite Education to deliver Initial Teacher Training (ITT), National Profession Qualifications (NPQs) and the Early Career Framework (ECF), as well as wider professional development with a SEND focus. NPQs are a key part of the professional development offer for all colleagues. Find out more on the Red Kite Education website. [www.redkiteteachertraining.co.uk/red-kite-education](http://www.redkiteteachertraining.co.uk/red-kite-education)



## School Rebuilding Programme

John Jamieson site has been accepted as part of the Department for Education's (DfE) School Rebuilding Programme. By 2028 we will have a new purpose-built learning environment for the pupils educated at John Jamieson.



## **We can offer our staff:**

- An opportunity to work with our amazing pupils
- A team of dedicated staff who work together to improve the life chances of our pupils
- An induction programme to ensure that you feel confident and secure to competently carry out duties
- The provision of Continuing Professional Development Training and support for your career progression including high quality training and development through Red Kite Education
- Supportive systems in place to ensure you are healthy, happy and resilient including social opportunities and wellbeing support
- Leeds City Council Staff Wellbeing and Benefits Platform which includes access to a huge range of discounts across major retailers including supermarkets, technology, fashion and travel, as well as advice and guidance on finances, health and wellbeing issues
- An excellent Health and Wellbeing package for all staff

## **Ofsted Report March 2022**

*“Staff are proud to work at the school. Staff value the support leaders give them. Staff appreciate the high-quality professional development that they receive. Leaders consider staff’s well-being and their workload.”*

