



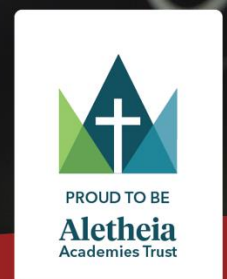
**Saint George's**  
Church of England School

WORKING AT SAINT GEORGE'S C OF E SCHOOL

# Join our Team



For Appointment of:  
Community Leader





## CEO's Welcome

### Stephen Carey CEO

**Thank you for your interest in the role at Saint George's C of E All Through School.** I hope that the information within gives you an insight into our school, Aletheia Academies Trust and the unique opportunity this position offers.

Aletheia Academies Trust's vision is rooted in a determination to **improve the life chances of local children**. Aletheia has grown with devotion to a principle of geographical proximity; knowing, caring for, and understanding the areas we operate in are important to us. Since our inception, the Trust has adopted an operational model based upon the notion of a family of schools; understanding that like any family member, each school, and each community that it serves, is unique. Schools are encouraged to celebrate and explore this dimension. The role of the Trust is to act in a parental capacity; to ensure that each school is well-supported and individual strengths are shared to improve the outcomes of all; to provide wider experiences to Trust pupils beyond the capabilities of any individual school; to develop and share staff expertise; to provide expert leadership and governance.

Saint George's was one of the founding schools within Aletheia Academies Trust and continues to play a significant part in the development of the organisation. As the only current open provision with a secondary phase, the school has a pivotal role in the co-construction of an all-age learning journey for pupils. The school has excellent staff retention rates and is deservedly proud of the palpable sense of community that stakeholders and visitors encounter and regularly comment upon. The school provides an exemplary model of the highly ethical and inclusive Trust vision and values.

It is these values and principles that make me feel so proud and privileged to serve as the CEO of the Aletheia Academies Trust.

**Our Executive Headteacher, Simon Murphy and I look forward to receiving your application.**

# Saint George's Church of England All Through School



We consider our school to be highly inclusive, welcoming students of all backgrounds and beliefs, unified by our commitment to their well-being and sense of achievement.

Saint George's has developed a reputation as a high achieving school providing excellent outcomes for all students academically and in terms of their personal growth. We have exceptionally high expectations of how our students behave, speak, and present themselves. This is underpinned by our Christian values, our worship and school ethos. Everyone who wishes to learn is welcome.

Our motto **'All Different, All Equal, All Flourishing'** emphasises our Christian belief that the God-given talents of all students should be encouraged and developed, recognising, and valuing their unique worth.

We have had a long-held belief in the potential of an all-through school to further enhance the educational provision on our site. We are delighted that this vision has now become a reality for Saint George's. A shared philosophy ensures that there is greater consistency around expectations, ethos and pedagogy which eliminates any unsettling transition between the primary and secondary phases. We facilitate teachers working together in the primary and secondary phases which raises aspirations still further and ensures that children are not able to fall through the gaps. Our primary pupils benefit from having specialist subject staff available and economies of scale allow greater spending on teaching and learning and the sharing of specialist and enhanced facilities for all pupils.

At Saint George's, we strive for all students to have learnt new skills, to have developed their talents and with this, a love of learning; making them confident, articulate, sensitive and caring citizens for the future.



**"Visitors most often comment upon the profound sense of community within the school."**



Diocese of  
**Rochester**

SIAMS INSPECTION 2019



**EXCELLENT**

**Ofsted**  
Good  
Provider

# School Structure



**Executive Headteacher**

S Murphy



**Head of Secondary Phase**

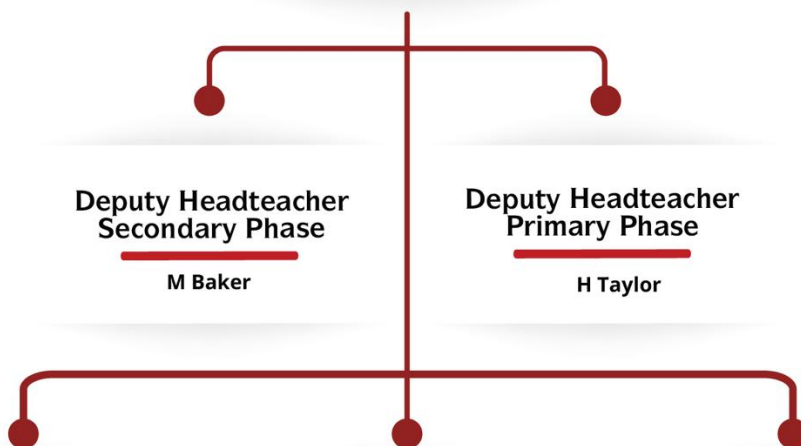
M Lillie

**Deputy Headteacher  
Secondary Phase**

M Baker

**Deputy Headteacher  
Primary Phase**

H Taylor



**Assistant Headteacher**

E Hartley

**Assistant Headteacher**

L Carey

**Assistant Headteacher**

S Lane



# Job Description

Job Title	Community Leader
Location	Gravesend, Kent
Duration	Permanent – 40 weeks per year
Work Hours	37 hours per week
Reporting to	Senior Community Leader
Salary	Kent Range 7
Pension	Local Government Pension Scheme



## About the Role

**Purpose:** To coordinate the pastoral support for students within a vertical community.

### Shaping the future

- ✦ Establish an ethos of high expectation and achievement within the community.
- ✦ Establish a sense of belonging to the community including leading worship.
- ✦ Promote the whole school ethos and its Christian values.
- ✦ Work in liaison with teaching staff, Raising Standards Leaders and senior leaders to promote high expectations of behaviour for learning.
- ✦ Meet and work cohesively with the Inclusion team.
- ✦ Carry out the role of Duty Manager in rotation with other Community Leaders.
- ✦ Ensure appropriate interventions are in place for any student who requires it. Monitor the effectiveness of all interventions.
- ✦ In conjunction with the other Community Leaders, ensure the effective running of the isolation room.
- ✦ Build positive relationships with parents, carers and outside agencies.
- ✦ Meet with parents/carers and other relevant agencies to secure the best possible experience and achievement for students in the community.
- ✦ Monitor the well-being of students in the community, ensuring appropriate actions are taken to address concerns.
- ✦ Ensure students in the community are appropriately rewarded for success and that achievement is celebrated.
- ✦ Respond to Emergency Calls
- ✦ Work with the Families Officer to ensure excellent attendance across the community.
- ✦ Be prepared to undertake CPD and lead on interventions.

# Key Responsibilities



## Managing and Leading Teams

- ♥ Lead tutor meetings termly
- ♥ Set high expectations of students and adults within the community and follow up poor performance.
- ♥ Ensure effective communication between all concerned in the students' welfare and progress.
- ♥ Ensure high quality worship for the community.
- ♥ Inform all relevant staff of issues or concerns relating to students within the community.
- ♥ Assist with behaviour hotspots and feedback.
- ♥ Work cohesively as part of the Community Leader team

## Managing Policy and Planning

- ♥ Meet regularly with the Senior Community Leader
- ♥ Report progress to the leadership line manager on a regular basis
- ♥ Ensure comprehensive and accurate record keeping.
- ♥ Prepare reports for Governor Meetings. Attend meetings when appropriate.
- ♥ Disseminate good practice and plan for improvement with other Community Leaders.
- ♥ Complete bi-termly case studies about students within the community
- ♥ Ensure students in the community are aware of sanctions in place for inappropriate behaviours. Assist in setting sanctions.
- ♥ Run regular reports to monitor behaviour across the community.



# Person Specification



	E	D
<b>Qualifications and Experience</b>		
GCSE or equivalent, including at least Grade C in English & Maths	X	
Pastoral experience in a school environment	X	
Experience working directly with pupils and parents		X
Experience working collaboratively with colleagues		X
Experience of delivering interventions		X
First Aid trained		X
Mental Health First Aid trained		X

<b>Skills and Knowledge</b>		
Strong interpersonal communicators	X	
Professional attitude to colleagues, students, parents & the working environment	X	
Flexible and willing to help others	X	
Able to work without close supervision and enjoy working on own initiative	X	
Able to work effectively with colleagues	X	
Good listening skills	X	
Knowledge of outside agencies		X
Skills to successfully support change		X

<b>Personal Qualities</b>	All Essential Criteria
Work as part of a team, sharing working knowledge and skills.	
Work flexibility, able to rearrange work plans in relating to changing priorities.	
Interact sensitively with other workers, children and parents.	
Listen to understand the needs of all children.	
You will need to be patient, firm but fair and have a calm approach. Good communication skills at all levels in order to build relationships with children, parents and members of school staff.	
To show an interest in the ethos, mission and values of the Trust and demonstrate this in all work activities.	

# How to Apply



If you are interested in this position and would like to have a more detailed conversation or arrange a visit to the school before making the decision to apply for the post, please contact:

**The People and Culture Team**

[HR@aletheiastrust.org.uk](mailto:HR@aletheiastrust.org.uk)

**01474 533 082**

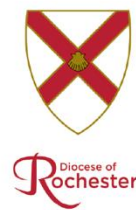
To apply for this role, please visit MyNewTerm



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex-offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

**Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy](#).**





# Contact Us

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