



GORDONSTOUN

Broader experiences, broader minds.

HEAD OF STUDENT SUPPORT

Reports to: Assistant Head Teaching and Learning

Job Purpose: Gordonstoun has been leading the way in character education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you.

Gordonstoun is an all-abilities school, renowned for valuing and developing the individual strengths of each child. Building on the excellent work done by our departments of Learning Support and EAL, we are now establishing an overarching Student Support Department to encompass both areas. Our aim is to ensure we remain at the forefront of best practice in ensuring every child achieves their full potential through a range of strategies and interventions, both on a targeted and whole-school basis.

The new Head of Department will be an experienced practitioner in either Learning Support or EAL with the vision and drive to develop a sector-leading integrated approach. Ideally the successful candidate will want to play a full role in boarding school life.

Major responsibilities

- To lead the Student Support Department to a sector-leading position in supporting student achievement
- To be the school's expert in either Learning Support or EAL (delivering exemplary teaching in that discipline) and to manage a Lead Teacher in the other discipline
- To curate a programme of group lessons, individual sessions and non-timetabled support (including chargeable sessions) in Learning Support and EAL
- To commission, conduct and implement follow-up on learner assessments as required
- To work with the Director of Student Development and other staff as appropriate to ensure appropriate stretch and challenge, for example by way of a Gifted and Talented programme
- To work with the Admissions department regarding student recruitment, including liaising with prospective families and feeder schools
- To monitor students with EHCP targets and hold annual reviews (where applicable)
- To manage, support and develop staff within the Student Support Department to fulfil their individual potential in support of student achievement and wellbeing
- To ensure all School policies and information in relation to Learning Support and EAL are up-to-date and reflect sector best practice
- To ensure all exam board regulations are complied with and to manage access arrangements for students in lessons and examinations
- To work with school leaders to ensure all staff are equipped to support all learners throughout the school, including through the provision of Learner Profiles, support plans and training

- To maintain outstanding relationships with parents in support of their child’s education and wellbeing
- To maintain effective links to support the department, including but not limited to with other departments in the school, exam boards, professional bodies, universities and other schools
- To attend meetings, manage resources, and produce such reports and information as are necessary from time to time

General

- Comply with Gordonstoun’s policies and procedures on Child Protection and Health and Safety.
- Contribute in a positive way to the ethos of the school in line with Gordonstoun’s values
- Carry out any other task as required from time to time in order to support the school.

PERSON SPECIFICATION

Attributes	Essential	Desirable	Assessment Method
Experience	<ul style="list-style-type: none"> • Post-graduate Level 7 equivalent qualification for JCQ access arrangements on the Regulated Qualifications Framework (RQF) • Significant and relevant breadth of experience in either Learning Support, EAL or both • Managing staff teams • Consistently outstanding teacher who has achieved excellent outcomes 	<ul style="list-style-type: none"> • Ability to support English and Maths to at least GCSE Foundation level • Ability to support a number of A-levels through 1:1 teaching 	Application form & covering letter
Education & qualifications	<ul style="list-style-type: none"> • Good first degree in related discipline • Eligible for GTCS registration 	<ul style="list-style-type: none"> • Recent further qualifications in relevant areas • Registered with the GTCS 	Gordonstoun application form & review of certificates
Skills/abilities (general)	<ul style="list-style-type: none"> • Ability to communicate effectively with a range of audiences. • Enthusiastic, diplomatic and calm under pressure. • Flexible, with a can-do attitude to manage a high volume of work. • A commitment to Gordonstoun’s unique educational ethos and boarding school life • Someone who creates a positive and cooperative working environment • Knowledge of issues affecting student outcomes. 	<ul style="list-style-type: none"> • Experience working in a boarding school • Hold people to account for delegated responsibilities. 	Application form and covering letter and interview
Safeguarding	Suitable to work with children (a full PVG check will be completed on the successful candidate)		PVG check & interview