



# HELTWATE SCHOOL

## Safeguarding Children and Young People

Heltwate School is committed to safeguarding and promoting the welfare of the children and young people in its care and expects all staff and volunteers to share this commitment and adhere to the school's safeguarding policy and procedures.

## Vacancy: Positive Inclusion Support Lead

**Start:** September 2025  
**Salary:** Grade 8 point 19 actual £23,129  
**Contract type:** Full Time  
**Contract term:** Permanent  
**Location:** Heltwate School, across 3 sites  
**Reports to:** Behaviour Lead, SLT

### Key Dates

**Apply by:** Tuesday 3<sup>rd</sup> June 2025 4pm  
**School Tours:** Please contact the school  
**Interviews:** Week commencing 16<sup>th</sup> June 2025

### Are you passionate about inclusion and supporting the growth of individuals with diverse needs?

Heltwate School is seeking a dedicated and proactive **Positive Inclusion Support Lead** to join our team and help foster an environment that promotes positive outcomes for all students. The Positive Inclusive Support Lead will work within the behaviour and safeguarding team, providing proactive support for behavioural priorities across Heltwate School. The focus will be on implementing strategies that promote inclusive practices, ensuring individuals have access to necessary resources and interventions. Collaboration with a multidisciplinary team will be key to promoting emotional well-being, personal growth, and a truly supportive school community.

### Key Responsibilities:

- Co-produce Risk Reduction Plans with Class teams.
- Support teachers in implementing strategies and model best practices.
- Assist pupils in overcoming barriers to learning from challenging behaviours.

### What we are looking for:

We are seeking a dedicated and proactive individual who possesses the following:

- Experience working with individuals with **Special Educational Needs (SEN)** and complex needs.
- An understanding of **inclusive practices** and **positive behaviour management strategies**.
- **Excellent communication skills** to engage effectively with pupils, staff, and stakeholders.
- A commitment to promoting **successful educational outcomes** for all students.
- **High emotional resilience** and the ability to remain flexible in your approach to challenges.
- **Adaptability and creativity** in developing tailored interventions to support diverse needs.

### Why Join Us?

At Heltwate School, we pride ourselves on fostering a supportive environment where our staff feel valued and part of a happy team. We prioritise professional development and offer Continuous Professional Development (CPD) opportunities to help our staff grow in their roles and enhance their skills. Join us and be part of an inspiring community committed to creating an inclusive learning environment for all students.



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Visits to the school are welcomed and encouraged.

Please telephone the school office to make an appointment: 01733 262878

Please email applications to ***recruitment@heltwate.net***

**The Governing Board of Heltwate School is committed to safeguarding and promoting the welfare of children and young people in its care and expects all staff and volunteers to share this commitment. Our recruitment practice complies with all relevant legislation.**

**As part of our commitment to safeguarding children and vulnerable groups the appointment is subject to the receipt of satisfactory references and an enhanced clearance through the Disclosure and Barring Service.**