

“Teaching isn’t just a job.
It’s a chance to inspire, empower, and
make a lasting impact.”

Nexus Education Schools Trust



John Keats
Primary School

SENDCo

Recruitment Pack



Nexus Education Schools Trust

Job Advert

Join John Keats as an Outstanding and Inspiring SENDCo

Are you a dynamic and talented leader with a passion for supporting and raising achievement for pupils with additional needs? **John Keats Primary School** is seeking an exceptional SEND/Inclusion Co-ordinator to join our vibrant school community. This is an exciting opportunity to make a real difference and be part of a team dedicated to transforming learning and fostering a love of education.

Salary	Main payscale with SEN allowance
Location	John Keats Primary School 391 Rotherhithe New Road London SE16 3FN Tel: 020 3955 8176 www.jkacademy.org.uk
Hours	Full-time
Reports to	Headteacher or line manager
Start Date	September 2025
Closing Date	Midday on Thursday 24 April 2025 Email application forms to johnkeatsoffice@nestschools.org
Interviews	From Wednesday 30 April 2025

What We're Looking for:

- **Leadership Experience:** Current SENDCo Leadership experience or willingness to train for the SENDCo Qualification.
- **Visionary Approach:** Shares our vision of transforming learning to raise aspiration, secure enjoyment, and develop a sense of pride in all that we do.
- **Child-Centered Focus:** Puts children at the heart of everything they do, with high expectations for all, especially those who are vulnerable or have additional needs.
- **Outstanding Practitioner:** Proven track record of raising standards for all, particularly children with additional needs.
- **Inspirational Leader:** Passionate and committed to improving the life chances of children, with the ability to lead, inspire, and motivate others.
- **Well-being Advocate:** Strong commitment to well-being and mental health for pupils and staff.
- **Community Builder:** Proven ability to develop effective partnerships with staff, governors, parents, and wider community agencies to drive forward change and shape the future for our pupils with additional needs.

Join us in making a transformative impact on the lives of pupils with additional needs. Your leadership and dedication will help shape a brighter future for our school community.

John Keats Primary School

At **John Keats Primary School**, we believe that every child's potential is boundless, and we are dedicated to helping them soar. Our unwavering high expectations ensure that each child achieves exceptional progress, thriving in an environment where they are truly cherished. Supported by a passionate and devoted staff team, we are committed to nurturing not just the child but their family, creating a community built on care, trust, and excellence.

We are driven by the belief that every child has the ability to shine. By fostering their confidence, uncovering their talents, and fuelling their aspirations, we empower our pupils to lay the foundations for lifelong success. From their very first steps with us, we provide a forward-thinking, aspirational education that prepares them to navigate their future with determination and resilience.

Our inspiring curriculum is designed to go beyond academics, developing the whole child. Learning at **John Keats** is enriched by extensive opportunities outside the classroom, from stimulating school trips and visits to an impressive variety of clubs and activities. With exceptional indoor and outdoor facilities, children are encouraged to explore their interests, build new skills, and create lasting memories.

Our unique location enhances our offer further, enabling partnerships, networks, and collaborative projects with a wide range of organisations. These relationships bring exciting, real-world experiences to our pupils and professional growth for our staff, adding depth and richness to our community.

At the heart of our success is the vibrant, close-knit community that thrives here at **John Keats**. The strong bonds between staff, pupils, parents, and the wider community create a safe, supportive atmosphere where every child feels valued, inspired, and ready to take on the world.

Your Role: You will have the leadership qualities and drive to inspire and encourage staff and pupils to achieve their very best. With an innovative and inclusive approach to leadership, you will work closely with the Headteacher and Deputy Head to create a nurturing and supportive environment for all.

Why John Keats? At **John Keats**, we believe in transforming learning to raise aspiration, secure enjoyment, and develop a sense of pride in all that we do. Join us in making a lasting impact on the lives of children with additional needs and be part of a community that values excellence, collaboration, and well-being.



Nexus Education Schools Trust

Nexus Education Schools Trust (NEST) a rapidly growing Multi-Academy Trust with 20 vibrant primary schools across Bromley, Kent, Lewisham and Southwark. Over the past five years, we've invested in state-of-the-art facilities, ensuring our schools provide exceptional learning opportunities for every pupil.

We are proud partners with a number of multi-academy trusts and groups of maintained schools, creating a collaborative network that enhances educational experiences across the region. As part of our commitment to developing outstanding teaching, we also oversee the Thames South Teaching School Hub, delivering high-quality teacher training and professional development in Bromley, Bexley and Greenwich.

At NEST, we believe in the power of collaboration. Our schools are united by a shared dedication to creating a culture of continuous learning, where inclusion is at the heart of everything we do. Each school plays a vital role in building a strong, interconnected professional learning community, driving success across our entire trust.

We are driven by a clear, moral purpose:

“To provide excellence and opportunity for all, transforming lives through education and inspiring the leaders of tomorrow”

Nexus Education Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undergo an enhanced DBS clearance.

We're proud to offer:

- **Endless Growth Opportunities:** Access to ongoing professional development to help you thrive in your career.
- **Thriving Partnerships:** Strong collaborations with schools to enhance your impact and network.
- **A Happy and Supportive Team:** Work alongside a motivated, friendly, and encouraging group of professionals. We are committed to helping you achieve your professional goals.
- **Comprehensive Training and Development:** NEST supports the continuous growth of all our staff.
- **Course and Qualification Opportunities:** Enhance your skills for your current role or prepare for future opportunities.
- **Career Advancement:** Gain qualifications that can help you progress within the organisation.
- **Resources You Deserve:** A well-equipped environment with the tools and support you need to succeed.
- **Innovative Culture:** Join an organisation that values creativity, teamwork, and fresh ideas.
- **Exclusive Perks:** Enjoy staff benefits like the Cycle to Work scheme and technology discounts.
- **Special Discounts:** Gain access to CSSC Benefits, BHN Extras and Blue Light Card savings, making your life outside work even better.

Welcome from the CEO

Dear Candidate,

Thank you for expressing your interest in joining **Nexus Education Schools Trust**. We are delighted that you are considering becoming a part of our community.

This is an incredibly exciting time for our schools, as the Trust continues to grow and thrive. Currently, all our schools are rated as good or outstanding, with strong leadership teams dedicated to delivering a rich variety of opportunities and outstanding outcomes for every pupil.

At **Nexus Education Schools Trust**, we are guided by a vision to empower individual academies to flourish with true autonomy while fostering a strong culture of support and collaboration across all our schools. Central to everything we do is a commitment to making child-centred decisions and choices.

Our mission is to:

- Nurture every individual,
- Provide exceptional educational opportunities and outcomes,
- Empower all to succeed, and
- Transform the life chances and aspirations of our pupils, equipping them to thrive as fulfilled individuals in an ever-changing world.

We also celebrate the uniqueness of each school's community and the vital contributions they make to ensuring the best education and experiences for our pupils. Every school is fundamental to our collective success. We firmly believe that, together, we can achieve more—delivering higher educational outcomes, broader opportunities for our pupils, and enhanced prospects for our staff and communities.

As a member of NEST, you will join a Trust that champions collaboration, mutual support, and a shared commitment to excellence. We are looking for individuals who:

- Share our values and vision,
- Are enthusiastic about working collaboratively with colleagues both within and beyond their school,
- Are dedicated to continuous development and professional excellence, and
- Are passionate about providing the highest standards and opportunities for all children.

We hope this information inspires you to take the next step in your career with us. We look forward to receiving your application and wish you the very best as you consider this exciting opportunity.

Regards

Paula Farrow OBE
CEO
Nexus Education Schools Trust



SENDCo - Job Description

Main Purpose of the Role:

- **Champion Excellence:** Manage, develop, and maintain high-quality SEND and inclusive provision, ensuring every pupil thrives.
- **Aspire for Greatness:** Hold high aspirations for pupils with SEND, believing in their potential and fostering their growth.
- **Elevate Learning:** Promote, direct, and oversee high standards of teaching and learning, driving pupil achievement and progression through effective inclusion.
- **Consistency is Key:** Ensure the consistent delivery of all school policies and practices, maintaining a unified approach.
- **Hands-On Support:** Observe and work with pupils in the classroom, coaching and training colleagues to enhance their skills.
- **Stay Organised:** Keep paperwork, including records and policies, up to date and actioned appropriately, ensuring smooth operations.
- **Engage with Families:** Meet with parents/carers to support SEND and pupils' healthcare, building strong, supportive relationships.
- **Collaborate for Success:** Liaise closely with other professionals and agencies to support the diverse needs of pupils.
- **Quality Assurance:** Monitor the quality of SEND support delivered by both teachers and teaching assistants, ensuring excellence.
- **Maintain Records:** Support and maintain the SEND register of pupils, keeping accurate and comprehensive records.
- **Lead with Purpose:** Take charge of the application, writing, and monitoring of Needs Assessments and EHCPs, ensuring thorough and effective processes.
- **Raise Awareness:** Ensure that awareness of SEND issues is maintained across all staff, fostering an inclusive environment.
- **Be a Role Model:** Exemplify professionalism and personal presentation, setting a positive example for pupils.
- **Ensure Safety:** Perform duties in accordance with school procedures to ensure pupil safety, prioritising their well-being.
- **Inspire Success:** Model determination and a positive attitude, inspiring pupils and colleagues to strive for excellence.

Shape the Future at John Keats as Our Inspirational SENDCo!

Leading Learning and Teaching

- **Strategic Development:** Guide colleagues in the strategic development of SEND policy and provision.
- **Curriculum Innovation:** Collaborate with staff to adapt curriculum plans, ensuring they meet the unique needs of SEND pupils.
- **High Standards:** Deliver a curriculum that maximises achievement for SEND pupils while minimising educational disadvantages.
- **Curriculum Leadership:** Support curriculum leaders to ensure appropriate support for SEND pupils, staying ahead of new developments.
- **Staff Empowerment:** Help all staff understand and meet the needs of SEND pupils.
- **School Improvement:** Integrate SEND objectives into the School Improvement Plan, driving progress and excellence.
- **Progress Monitoring:** Track and evaluate the effectiveness of teaching and learning for SEND pupils, ensuring continuous improvement.
- **Data-Driven Decisions:** Analyse data to advise on resources needed to maximize achievement for SEND pupils.
- **Collaborative Efforts:** Coordinate with staff, parents, carers, external agencies, and other schools to support pupils' needs.
- **Inclusive Environment:** Foster an environment where all pupils can achieve their full potential, overcoming barriers related to class, gender, disability, or ethnic origin.

SENDCo - Job Description

- **Regular Reporting:** Monitor pupil progress and provide insightful reports to parents, carers, and governors.
- **High Expectations:** Maintain high expectations for pupil behaviour, supported by clear relationships, policies, rules, and routines.
- **Bridging Barriers:** Develop effective strategies for overcoming learning barriers through assessment, monitoring, and target setting.
- **Specialist Insights:** Collect and interpret specialist assessment data to inform and enhance practice.
- **Daily Coordination:** Oversee the day-to-day coordination of SEND provisions, liaising closely with staff, parents, carers, and external agencies.
- **Equal Learning:** Ensure all pupils' learning is valued equally, with realistic expectations for their achievements.
- **Innovative Strategies:** Implement a range of teaching strategies and equipment to support SEND pupils.

Leading and Managing:

- **Professional Guidance:** Provide expert guidance to staff, securing high-quality teaching for SEND pupils through written guidance and meetings.
- **Staff Development:** Contribute to the appraisal process and professional development of staff, including whole school INSET provision.
- **Impact Reporting:** Regularly inform the Senior Leadership Team about the evaluation of SEND provision and its impact on outcomes.

Monitoring, Assessment, Planning, and Tracking:

- **Identification of Needs:** Assist in identifying pupils' Special Educational Needs through classroom observation, screening, and assessment.
- **IEP Management:** Oversee the writing, review, and updating of Individual Education Plans.
- **External Liaison:** Work with external agencies to ensure appropriate support for pupils.
- **Teacher Collaboration:** Liaise with classroom teachers to discuss pupil needs and progress, providing tailored advice on teaching strategies.
- **Implementation of Recommendations:** Interpret and disseminate recommendations from Educational Psychologists, Occupational Therapists, and other specialists to ensure effective classroom implementation.
- **Data Utilisation:** Use assessment data to inform and drive future pupil progress.
- **Performance Standards:** Maintain high standards of professional performance, recognising excellence and addressing underperformance.
- **Clear Accountabilities:** Ensure individual staff accountabilities are clearly defined, understood, and agreed upon.
- **Statutory Responsibilities:** Work with the Headteacher and Local Committee to meet statutory responsibilities.

Strengthening Community:

- **Multicultural Ethos:** Foster and maintain a multicultural ethos, respecting the cultural needs of all pupils.
- **Pastoral Care:** Support and influence policies for the pastoral care of pupils, considering their diverse social and cultural backgrounds.
- **Promote Good Behaviour:** Encourage good behaviour in line with the school's discipline and anti-bullying policies.
- **Values and Respect:** Instil values of self-discipline, self-respect, and respect for others in pupils.

SENDCo - Job Description

- **Ethos Development:** Work with the Local Committee and staff to strengthen and develop the school's ethos, particularly for SEND pupils.
- **Positive Relations:** Develop and encourage positive relationships with parents and carers of SEND pupils.
- **Good Practice Sharing:** Liaise with other schools and educational establishments to share and adopt best practices.
- **Successful Transitions:** Support pupils in making successful transitions to secondary education.

Wider Professional Responsibilities

- Uphold the school's safeguarding and health and safety procedures with vigilance and care, fully embracing your role in ensuring a safe and supportive environment for all.
- Act as a positive role model, fostering strong, respectful relationships with pupils, parents, and colleagues, and contributing to a harmonious school community.
- Provide supervision for pupils beyond the classroom as needed, ensuring their safety and well-being throughout the school day.
- Communicate and collaborate effectively with stakeholders, including parents, colleagues, and external partners, to support pupils' learning and development.
- Contribute to the school's ongoing success by delivering actions aligned with the School Improvement Plan (following ECT years).
- Embrace continual professional development, enhancing your skills and staying current with educational practices to thrive in your teaching role.
- Participate in the school's performance management processes, aligning your practice with the Teachers' Standards and striving for excellence (performance management following ECT years).
- Work collaboratively across the school to develop and enhance the curriculum, enriching the learning experience for all pupils.
- Take a leadership role in developing a specific subject area, championing its growth and impact within the school (following ECT years).
- Oversee budget areas where appropriate, ensuring effective resource allocation and maintenance to support teaching and learning (following ECT years).
- Share your expertise by leading staff workshops or seminars, fostering a culture of professional learning and collaboration.
- Liaise with advisory staff and external agencies as needed to bring additional expertise and resources to the school.
- Undertake other reasonable and relevant tasks as required by the Headteacher or Deputy Headteacher, contributing to the wider success of the school.

Special Conditions of Service

This post is exempt from the Rehabilitation of Offenders Act (1974). The amendments to the Exceptions order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website. Because the post allows substantial access to children, candidates are required to comply with Trust safeguarding and DBS procedures.

Policies and Procedures

Ensure full awareness of, compliance with, and adherence to all school policies and procedures relating to the management, teaching, and learning within the school.

Contacts and Relationships

Deliver the expected standard and level of service, identifying and reporting any shortfalls or opportunities for improvement. Consistently uphold high professional standards in attendance, punctuality, appearance, conduct, and maintaining positive, respectful relationships with pupils, parents/carers, and colleagues.

SENDCo - Job Description

Equalities

Actively enforce the school's equal opportunities policies and fulfil all statutory responsibilities to ensure fairness, inclusivity, and respect for all individuals in every aspect of service delivery.

Additional points

All staff are expected to comply with academy and Trust policies. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. The job description may be subject to amendment or modification, should circumstances change, changes will be discussed with you in the first instance. Should a disagreement arise, you will be afforded the opportunity of a meeting to resolve the matter with your line manager. You may wish to be accompanied at this meeting by a representative of your Trade Union if you so wish.

Data Protection

Nexus Education Schools Trust (NEST) is committed to protecting your privacy when you apply for a position with us. It is important to us that you can trust us to keep your information safe and to use it in ways that you will think are reasonable and ethical. NEST are the data controller for the information we hold about you, this means we control how your personal information is processed and for what purposes.

For further information please refer to our Data Protection Policy <http://nestschools.org/nest-policies/>

SENDCo - Person Specification

Relevant Experience

- **Extensive Teaching Expertise:** Over four years of high-quality teaching experience across multiple Key Stages.
- **Leadership Excellence:** Proven track record of successful leadership.
- **Classroom Mastery:** Exceptional teaching skills across all primary phases, with a strong commitment to enhancing children's learning quality.
- **Legislative Savvy:** Comprehensive knowledge and experience of relevant legislation, including the SEND Code of Practice, equal opportunities, and disability discrimination laws.
- **Intervention Expertise:** Skilled in various interventions and their appropriate application within the school's resources and individual child contexts.
- **Educational Insight:** In-depth understanding of current educational issues and their impact on inclusion, behaviour support, and Education Welfare Services.
- **Behaviour Policy Implementation:** Experience in implementing consistent behaviour policies.
- **Teaching and Learning Assessment:** Proficient in monitoring and assessing teaching and learning across the Primary phase.
- **Data-Driven Improvement:** Skilled in using data to raise educational standards.
- **SEND/Inclusive Provision Leadership:** Desirable experience in leading SEND/Inclusive provision.
- **Provision for Able Children:** Desirable experience in developing provisions for more able children.
- **Performance Management Leadership:** Desirable experience in leading Performance Management.
- **Inter-Agency Collaboration:** Desirable experience in inter-agency work.

Knowledge and Skills

- **Primary Curriculum Mastery:** Strong understanding of the Primary Curriculum and children's development across the Primary phase.
- **Effective Teaching Methods:** Knowledge of a wide range of effective teaching methods.
- **SEND Code of Practice:** Thorough knowledge of the SEND Code of Practice.
- **Communication Proficiency:** Ability to communicate effectively, both written and oral, with a wide range of people.
- **Safeguarding Commitment:** Dedication to safeguarding and promoting the welfare of children and young people.
- **Self-Evaluation Expertise:** Knowledge and evidence of delivering self-evaluation processes.
- **Team Motivation:** Ability to motivate and lead a team with sensitivity and energy.
- **Assessment Understanding:** Insight into effective assessment in education and its use to promote academic progression for pupils.
- **Change Management:** Skilled at managing change.
- **High Expectations:** Commitment to promoting high expectations of pupil outcomes at all times.
- **Relationship Building:** Ability to foster excellent relationships with pupils.
- **Inclusion Promotion:** Ability to promote inclusion at all times.
- **Reflective Practice:** Demonstrated ability to reflect on own practice to positively impact children's learning.
- **Interpersonal Skills:** Excellent interpersonal skills.
- **Resource Management:** Effective organisation and management of whole school resources.
- **ICT Proficiency:** Experience and understanding of ICT as a management tool.

SENDCo - Person Specification

- **Community Links:** Ability to foster links with the local community and other schools, locally, nationally, and internationally.
- **Stakeholder Relationships:** Ability to develop and maintain good relationships with a range of stakeholders.

Personal Qualities

- **Positive and Optimistic:** A positive and optimistic outlook.
- **Accountability:** Strong sense of accountability.
- **Humour:** Good sense of humour.
- **Improvement Drive:** Constant drive for improvement.
- **Motivational Ability:** Ability to motivate colleagues and students.
- **Attendance Excellence:** Excellent attendance record.
- **Team Professionalism:** Able to work professionally as part of a team.
- **Flexibility:** Adaptable and flexible.
- **Initiative:** Ability to use own initiative.
- **Organisational Skills:** Good organisation and timekeeping skills.



Nexus Education Schools Trust

The application process

Nexus Education Schools Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. We comply with the statutory legislative requirements and guidance, including 'Keeping Children Safe in Education', and we follow a rigorous selection process which seeks to discourage and screen out unsuitable applicants.

Safer Recruitment

Our job descriptions and person specifications confirm individual responsibility for safeguarding the welfare and well-being of children and young people. All posts are subject to Enhanced Disclosure and Barring (DBS) checks.

Application Stage

We require all applicants to complete our Application Form which seeks to elicit the information we require to undertake the shortlisting process and to assess the applicant's suitability for the post they have applied for. We do not accept CVs in place of a completed Application Form. We reserve the right to reject any applicant who has failed to fully complete our Application Form.

Shortlisting

Only those candidates who meet the criteria outlined in the person specification will be shortlisted. We carry out online and social media searches as part of our due diligence on shortlisted candidates. If we identify any of concern to us, then this will be raised and explored during the interview.

Interview

1. Shortlisted candidates will take part in an in-depth interview and selection process.
2. Employment references will be sought before an interview.
3. Candidates will be asked to complete a Self Declaration Form in respect of their criminal record and to return this prior to the interview.
4. Candidates will be asked to address any discrepancies, anomalies, or gaps in employment in the application form including their employment history. Candidates will be invited to discuss any disclosures in their self-declaration form and any queries we have arising from the information provided in their employment references and/or our online and social media searches.
5. Proof of right to work in the UK and any relevant qualifications must also be provided at the interview.

Appointment

An offer of employment is conditional upon us being satisfied with the outcomes of all the following checks:

- Verification of the candidate's identity.
- An Enhanced Disclosure and Barring Service Certificate (DBS) including a Children's Barred List check
- An assessment of fitness to work to ensure that a candidate has the health and physical capacity for the job
- Overseas criminal record and overseas professional registration checks where a candidate has lived, worked or qualified overseas
- Verification that the candidate is not the subject of a prohibition order or section 128 direction made by the Secretary of State
- Compliant employment references
- Verification of qualifications and professional registrations relevant to the candidate's role
- Verification of the candidate's right to work in the UK
- Verification that candidates employed in reception classes, or wraparound care for children up to the age of 8, are not disqualified from working in these settings under the 2018 Childcare Disqualifications Regulations.

On appointment and annually thereafter, all colleagues are required to undertake Safeguarding training, Cyber Security training, GDPR training and to reaffirm and disclose any changes to their criminal record, and to read and confirm their adherence to Part 1 of Keeping Children Safe in Education, our child protection and safeguarding policy, behaviour policy and code of conduct (which includes our requirements in respect of ethical and professional standards and professional boundaries). All school based staff will be required to undertake first aid training.



Nexus Education Schools Trust

Our contracts of employment place an ongoing requirement on all colleagues to immediately notify us if they are the subject of a police investigation, are released under investigation, or receive a caution or conviction.

Recruitment of Offenders

All posts within NEST are, (by the reason of The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) exempt from the provisions of the Rehabilitation of Offenders Act 1974. This means that all applicants for employment with the Trust must disclose all unspent cautions and convictions and all unprotected spent cautions and convictions. An explanation of when a spent conviction is unprotected is available on the Ministry of Justice website.

- If relevant information (whether concerning previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a DBS check, we will consider the following factors before reaching a recruitment decision:
- whether the conviction of other matter revealed is relevant to the position in question;
- the seriousness of any offence or other matter revealed;
- the length of time since the offence or other matter occurred;
- whether the applicant has a pattern of offending behaviour or other relevant matters; and
- the circumstances surrounding the offence and the explanation(s) offered by the convicted person.

If the post involves regular contact with children, it is our normal policy to consider it a high risk to employ anyone who has been convicted at any time of any of the following offences: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence, class A drug-related offences, robbery, burglary, theft, deception or fraud.

If the post involves access to money or budget responsibility, it is our normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception, or fraud.

If the post involves some driving responsibilities, it is our normal policy to consider it a high risk to employ anyone who has been convicted of dangerous driving or of an offence of driving under the influence of alcohol or drugs, within the last 10 years.

Probation

All new colleagues will be subject to the NEST probation procedure for six months. The probation procedure is to enable the assessment of a colleague's suitability for the job for which they have been employed, which includes the monitoring and review of their performance of their duties, skills, qualifications, and experience outlined in the job description and person specification and their suitability to work with children and young people.

Equal Opportunities

NEST recognises the value of, and seeks to achieve, a diverse workforce that includes people from all backgrounds. We take positive steps to create an employment culture in which people feel confident about being treated with fairness, dignity, and tolerance irrespective of their differences. This commitment extends beyond the relationship between the conduct of colleagues, potential colleagues, and the whole community. We are committed to the elimination of unlawful discrimination and the promotion of good relations between all.

General Data Protection Regulations

NEST is committed to ensuring that your privacy is protected. By signing a contract of employment, you understand that NEST, and/or agents appointed by the trust, process your personal data, including "special category personal data" as defined in the General Data Protection Regulations (GDPR), for the purposes of the operation, management, security and/or administration, as well as, complying with applicable laws, regulations, and procedures. The information you provide (except equality monitoring information) may be shared with partner organisations that provide services to NEST. Further information on our data protection policy and privacy notices can be found on the NEST website.

www.nestschools.org

Our Trust



Alexandra
Infant
School



CHILDERIC
PRIMARY SCHOOL



HIGHFIELD

Infants' and Junior Schools



John Keats
Primary School



PERRY HALL
PRIMARY SCHOOL



WORSLEY BRIDGE
PRIMARY SCHOOL



Thames South
TEACHING SCHOOL HUB

www.nestschools.org