



BARKING ABBEY SCHOOL

DIRECTOR OF SIXTH FORM BEHAVIOUR AND INCLUSION

RECRUITMENT PACK



WE ARE AN **OUTSTANDING** SCHOOL



BELONG
BARKING

ASPIRE
ABBEEY

SUCCEED
SCHOOL

www.barkingabbeyschool.co.uk



GIVE

AND

EXPECT

THE

BEST



Contents

Headteacher's Welcome.....	4
The Recruitment Process.....	5
Advertisement.....	6
Job Description.....	8
Person Specification.....	10
Our Ethos and Values.....	11



Headteacher's Welcome

Welcome to Barking Abbey school and thank you for expressing an interest in applying for the position of Director of Sixth Form Behaviour and Inclusion.

For me there are three simple things that I want us to achieve at Barking Abbey school.

First, our motto 'Give and Expect the best' leads us to want to be the best in everything we do. We have some of the best results in the area, we have pupils at the best universities, we have the most pupils on apprenticeships in the entire country, we have basketball players in the best leagues and so much more. We have all of this because we push our pupils and each other to excel. All of us try to be our best every day.

Second, I firmly believe that if you can't see it you can't be it. We want to give our pupils the chance to see successful people of every religion, colour and background whilst they are at school. Whatever their dreams we want to support them and provide the networks and contacts to help them to achieve.

Finally, we want our pupils to have a voice in the world. To be confident enough to express their views and also to have the knowledge to be able to make an effective contribution. The more you know the more powerful you can be in the world.

Sir Tim Brighouse said "If a teacher makes the weather the school creates the climate." and I firmly believe this. It is our role as a leadership team to create the best possible learning environment for our teachers to teach in. In return we expect the best possible teaching from them and our results show this over time. We have created systems and structures that support high quality learning, whilst minimising workload and maximising impact.

If you share our ethos and values and absolutely believe in the potential of all young people then we can offer you the chance to make a difference and change our community for the better, and look forward to receiving your application form and welcoming you to our school.



Tony Roe
Headteacher

The Recruitment Process

We are proud of our school, the staff and students and in normal times we would warmly welcome prospective applicants to visit us prior to application to learn more about the role and view the School in action.

All interested applicants must complete the online application form on the MyNewTerm website.

The interview process will be organised to provide a range of assessment tasks and opportunities for candidates to find out more about the school and demonstrate their ability to fulfil the role.

Key Dates

Closing Date for Applications	Monday 19th January 2026
Interviews Week Commencing	Monday 26th January 2026
Visits to the School	Tuesday 16th December 2025, Wednesday 14th and Thursday 15th January 2026

Please note all dates are subject to change.

We warmly welcome visits to the school. To arrange this please email: jobs@barkingabbeysschool.co.uk



Advertisement

Director of Sixth Form Behaviour and Inclusion

**Permanent
Full-time**

Salary: : L10–L14 (£74,479 - £81,120) Inner London Pay Scale

Take the next step in your leadership journey with Barking Abbey Sixth Form, the highest-performing Sixth Form in Barking & Dagenham. We are proud to be ranked in the top 5% nationally for vocational courses and the top 8% nationally for A Levels.

Our commitment to excellence has delivered outstanding outcomes for our students, including:

- Over two-thirds progressing to Russell Group universities (national average: 25%)
- One-third achieving A*/A, and over two-thirds achieving A*–B
- 100% success rate for medical-related university applications
- Highest number nationally progressing to degree apprenticeships
- 18 students awarded full or partial scholarships to US universities

If you are passionate about shaping a positive culture, leading pastoral excellence, and driving high expectations, we would be delighted to hear from you.

We are seeking an outstanding, dynamic, and dedicated Director of Sixth Form Behaviour and Inclusion to lead Behaviour Systems, Inclusion, and Pastoral Care within our high-achieving and rapidly growing Sixth Form.

Working closely with the Assistant Headteacher for Sixth Form, pastoral leaders, and Heads of Year, you will ensure that all students receive the guidance, structure, and support they need to thrive both academically and personally. This role offers an exciting opportunity for an experienced middle leader ready to make a significant whole-school impact.

We are looking for a motivated and inspiring leader who:

- Holds QTS and has recent, significant experience teaching Key Stage 5
- Has at least three years of successful middle leadership experience
- Demonstrates a strong track record of improving behaviour, attendance, and student outcomes
- Is passionate about inclusion, pastoral development, and creating a supportive environment
- Thrives within a diverse, ambitious, and forward-thinking school community

Join us in shaping the next generation of young people and contributing to the continued success of one of the most accomplished Sixth Forms in the country.

Barking Abbey is an Ofsted Outstanding heavily over-subscribed dual campus secondary school in the London Borough of Barking and Dagenham, with a well-deserved reputation for academic excellence and a supportive professional environment.

The school is located less than 10 minutes walk from Upney tube and 15 minutes from Barking mainline station.

Barking Abbey celebrates its diversity, and we positively welcome applications from all sections of the community. If you are interested in making a difference in young people's lives whatever your background or history please apply.

In return we offer:

- A supportive and encouraging staff team
- The opportunity to access a wide range of CPD opportunities within and beyond school
- A school which understands the importance of staff well-being and workload management
- A positive ethos with excellent behaviour reinforced by highly visible SLT and centralised behaviour systems

We are proud that Ofsted recently judged the school to be Outstanding in all areas. The report states; "This is a large and diverse school where difference is valued. Pupils, and students in the sixth form, are supportive and respectful of each other. Pupils' conduct is exemplary, both inside lessons and around the school. Leaders have established simple and clear rules that everyone understands. Pupils are focused, engaged and participate well in lessons. Staff feel that their workload and well-being has been carefully considered by leaders. They appreciate their open-door policy". (Ofsted, February 2024)

Please click here to find out more information about what it is like to work at Barking Abbey:
<https://www.barkingabbeyschool.co.uk/home/join-us/staff-vacancies/>

Barking Abbey is committed to safeguarding and promoting the welfare of children and is an Equal Opportunities Employer.

This post is exempt from the Rehabilitation of Offenders Act 1974 and a comprehensive screening process, including Disclosure check, will be undertaken on all successful applicants.

Online searches may be conducted for all shortlisted candidates and will be conducted for all successful candidates as part of our due diligence checks.



Job Description

Main Responsibilities

- To provide high quality leadership in the key areas of Behaviour Systems and Pastoral Care working alongside the Assistant Headteacher for Sixth Form and Heads of Year in the implementation and monitoring of the school's Behaviour for Learning Policy.
- Help create a positive and respectful atmosphere around school by supporting good behaviour, and promoting our school values in lessons, the Study Centre and in all other areas.
- Work with Heads of Year and staff to encourage all Sixth Form students to follow the school's Behaviour for Learning policy.
- Support Sixth Form students in developing good habits for learning and being part of the school community.
- Encourage good attendance and help promote the importance of being in school every day.
- Support the wellbeing and safety of Sixth Form students by helping to ensure everyone feels safe and included.
- Take part in meetings or activities with staff and external visitors when needed.
- Act as a positive role model for Sixth Form students in the way you behave, communicate, and support others.

Leadership and Teamwork

- To line manage the Heads of Year, ensuring consistent systems and high expectations for attendance and punctuality across the school.
- To support staff with the effective management and ownership of behaviour, attendance, and punctuality concerns through high-quality training, coaching, and professional role-modelling.
- Work closely with the Assistant Headteacher for Sixth Form, Heads of Year, and other Sixth Form Pastoral Leaders to make sure school life runs smoothly.
- Represent Sixth Form student views and help improve the school environment for everyone.
- Lead by example - show respect, responsibility, and kindness in everything you do.
- Support staff with school events, assemblies, and student mentoring where appropriate.

Being a Role Model

- Demonstrate the school's vision and values every day.
- Take part in projects that help make the school a safe, welcoming, and supportive place for all.
- Encourage others to take pride in their work, behaviour, and contribution to school life.

- Help make sure everyone feels included and has a voice in the school community; strengthen links with Parents and Carers of Sixth Form students.

Additional Information

- This role may change slightly over time depending on school needs.
- You may be asked to take on different leadership responsibilities during the year.
- You'll be expected to uphold the highest standards of conduct and to support the school's policies at all times.



Person Specification

Experience and Qualifications	Essential/Desirable	Demonstrated in Application	Demonstrated in Interview
Holds a DfE recognised teaching qualification.	E	YES	
Good Honours Degree.	E	YES	
Has undertaken post qualification study relevant to post.	D	YES	
Evidence of updating professional skills, including management development.	E	YES	YES
NPQSL or willingness to undertake NPQSL or equivalent.	E	YES	
Relevant, significant, recent experience of teaching Key Stage 5.	E	YES	YES
A minimum of 3 years successful experience as a middle leader.	E	YES	YES
Experience of working in a multi-cultural environment.	E	YES	YES
Experience of working in a split site school.	D	YES	YES
Experience of working in more than one secondary school.	D	YES	YES
Experience of working successfully with the Governing Body.	E	YES	YES
Successful experience of teaching students across a broad range of the attainment spectrum.	E	YES	YES
Evidence of expertise and success in raising student achievement and securing whole school improvement.	E	YES	YES
Experience of leading operational systems in the school.	E	YES	YES
Experience of effective quality assurance systems.	E	YES	YES
Experience of leading safeguarding practices.	E	YES	YES

Our Ethos and Values

BRAVERY **E**XCELLENCE **S**ELF-DISCIPLINE **T**EAM-BA

The Barking Abbey way is to give and expect the **BEST**.

We asked pupils to select three words that describe Barking Abbey to them. The most popular responses became the core values of our school.

BELONG
BARKING

ASPIRE
ABBEY

SUCCEED
SCHOOL

Our vision is to provide a happy, caring and stimulating environment where all students will recognise and be given opportunities to maximise their potential – academically, spiritually and socially - and ensure that they are well equipped to meet the challenges of education, work and life.

Barking Abbey aspires to:

- Develop confident, articulate, assertive young people.
- Foster well-rounded, empowered, resilient, independent young people.
- Nurture young people who will go out and change the world for the better.
- Enhance opportunities through creating an inspirational learning environment where all students aspire to achieve their potential - ensuring that no student is left behind.
- Raise aspirations – giving students the necessary tools to explore and be who they want to be.
- Encourage individuals to be adaptable, aspirational and unafraid to question and evaluate.
- Engender a sense of belonging, and of pride in the school, themselves and their wider community.

Barking Abbey is a heavily over-subscribed split site secondary school in the London Borough of Barking and Dagenham, and has a well-deserved reputation for its friendly and supportive atmosphere and its excellent academic achievements. With a large KS5 provision and an Additional Resourced Provision (ARP) on both of our campuses, the school provides a varied role for the right individual.

