Class Teacher

Primary & Secondary Provision Required

Applicant Pack







"Together we engage, thrive and achieve"

Executive Head Teacher: Lori Ann Mackey MA (Ed)

Primary: Sidcup and Crayford Secondary: Belvedere

✉ **office@shenstone-tkat.org**

https://www.shenstone-tkat.org/

Dear Applicant

Thank you for showing interest in the **Class Teacher** position at Shenstone School. We currently have Class Teacher vacancies across both our primary and secondary provisions. As Shenstone School is an all-through school, candidates should be aware that staff may be required to work across any of our sites in the future.

We have devised this applicant pack to give you a glimpse of what makes us proud to be part of the Shenstone School community. Please take time to read through the literature provided. In addition, we encourage you to explore the school's website and take a tour, as detailed on the job advert page.

Our website, www.shenstone-tkat.org, contains further information about our vision and values, policies and procedures, health and wellbeing, the Shenstone curriculum offer, School Development Plan, Ofsted report, and a video about our fantastic school in general.

The school has an ethos of ***"Together we engage, thrive and achieve"***. This is genuinely embedded into all we do at Shenstone, and it begins with the staff team and the passion, commitment and dedication they offer. Without our fantastic and dedicated staff, we could not provide such a wonderful experience to the exceptional Shenstone children.

If, after reading through the applicant pack, you still feel that Shenstone is the place for you, we welcome you to apply. Please use your application to showcase your experience and how it reflects the role's job description and person specification. We would also like to hear why you have chosen Shenstone School and what you can bring to this exciting role.

We hope that we have inspired you to apply to join the staff at Shenstone School just as much as our pupils inspire us with their achievements every day.

If you require any further information or have any queries, please do not hesitate to contact the school office at 01322 524145 or via email at hr@shenstone-tkat.org.

Yours faithfully

Lori Mackey
Executive Head Teacher

"Together we engage, thrive and achieve."

About Shenstone School

Welcome to Shenstone from Lori Mackey - Executive Head Teacher

Shenstone School is an all-through school for children with severe or complex learning difficulties within the London Borough of Bexley. All pupils who attend Shenstone School have Education and Health Care Plans. We are one of two special schools within The Kemnal Academies Trust (TKAT).

Shenstone School is based across three sites: Sidcup, Crayford and our newly opened secondary school in Belvedere. Our Secondary provision grows every year as we introduce new year 7 pupils, and by 2029-2030, Shenstone will accommodate 300 children aged 3 -19 across our three school sites.

Every child is an individual, and as such, we diligently work as a school team and with wider multi-agency support teams to ensure that our curriculum delivery recognises this individual support, supporting each child with their life-long learning journey.

Paramount to our ethos is the belief in "support for all", which ensures that engagement with the pupils, their families, and our staff team is at the heart of all we strive to achieve. We work hard to ensure that Shenstone is a safe, happy, welcoming, and truly outstanding place where our pupils will thrive. Our school benefits from impressive facilities across all school sites, enabling us to offer a wide range of opportunities and activities to enhance learning both inside and outside the classroom.

Our pupils are exceptional, and their progress is inspiring. Regardless of how big or small their successes are, we are very proud of the children and pleased to contribute to and support their achievements. The values and ethos of "together we engage, thrive, and achieve" are entwined through all that we do at Shenstone School.

"Trees grow and so do we"

..when asked about why the Shenstone Logo has a tree...
Bryce, Year 7

Please visit our website (Welcome Page) or click the link below to view a video which showcases our amazing school: Shenstone Showcase Video

Staff at Shenstone School can access the following benefits: excellent induction and probation processes, comprehensive in-house training, competitive pension scheme, employee counselling services, vaccination programmes, on-site mental health first aid team and various other well-being and social activities.

We are very proud of Shenstone School and our achievements, which include autism accreditation through the National Autistic Society, The Wellbeing Award for Schools, Outstandingly Happy School status, Move Centre of Excellence Award, National Online Safety Certified School status, and we are also an accredited Arts Award Centre. We continue to expand with new ideas and initiatives to maintain and improve services for students and staff.

Meet some of our staff and pupils





























About TKAT

Shenstone School is part of the TKAT academy (The Kemnal Academies Trust). TKAT is one of the largest Multi-Academy Trusts in the South and East of England, with 45 Primary and Secondary Academies in the TKAT Family. Our ultimate aim is to ensure we drive educational standards through the provision of outstanding teaching, leadership and learning for all.
Our leaders focus on student progress and attainment and regularly share knowledge, insight and experience. We believe passionately in the power of collaborative working and actively promote school-to-school support.

Our students are at the heart of everything we do, and we strive to inspire learners and change lives as a result of our exceptional educational provision.

Via our website www.tkat.org, you can read our Welcome Brochure, which gives lots of information about:

- Our journey so far
- Our vision and values
- Our governance
- Our Executive Team
- Our primary strategy
- Our secondary strategy
- How we support our Academies

Working for TKAT:

In return for working for TKAT, as an employee, you will benefit from

- A wide variety of opportunities for professional development, including the potential to develop your career at more than one TKAT academy,
- Opportunities to work flexibly, where possible.
- Our support for your well-being at work, and
- The rewards of working to improve the life chances of our students.

What we do well…..

The following statements have been obtained from staff via questionnaires or feedback requests.

Shenstone has provided me with so many opportunities for progression.

I have settled in well and look forward to coming in every day to work with the amazing team and children at Shenstone.

The induction I received was thorough & the staff on site have all supported me with my ongoing learning within

Shenstone is one big team

I felt like I achieved so much.

It is a rewarding job with beautiful friendly staff and children.

I most enjoy working alongside amazing children and being part of a team.

I loved working at Shenstone, the staff were friendly and the children were lovely.

I like working at Shenstone, the SLT and all the staff are

Job Advert

Post Title:	**Class Teacher - Primary & Secondary provision** Please be aware that staff can be asked to work across all provisions.
Post Location:	We have two primary sites based in Crayford and Sidcup. Our secondary provision is based in Belvedere.
Contract Type:	Permanent and fixed term contracts available.
Hours/Weeks:	Full-time/52 weeks per year (although part-time would be considered)
Salary:	Salary will depend on experience and qualifications. **Main Pay Scale/Upper Pay Scale** **Plus SEND allowance (£2,786)**
Tour	Please e-mail hr@shenstone-tkat.org with your availability and we will arrange a convenient time for you to come into school for a tour and to meet our amazing pupils.
Post Start Date:	1st January 2027
Closing Date:	9.00 a.m. on the 30th November 2026.

About the Role

We are seeking to recruit inspirational and innovative Teachers for our expanding School.

We have an adapted and unique curriculum offer, for more information please see the school website.

The ideal candidate will inspire and motivate our students and lead a dedicated class team to encourage progression and happiness for our students. We would love to hear from you if you think you have what it takes to support and develop our students to maximise their most aspirational learning potential.

If you are a qualified teacher (experience is desirable but not essential) and have experience of teaching in a SEND setting (experience is desirable but not essential) then Shenstone School may be a good fit for your next teaching adventure!

Qualifications/Experience required:

- Qualified teacher with QTS (experience is desirable but not essential).
- Evidence of CPD relevant to SEND
- Experience in a special school setting (experience is desirable but not essential).
- ECT are welcome to apply.

It is paramount that you feel confident and resilient to work to support students who may present with behaviours of that challenge.

Please state on your application what provision you are applying for, if you are applying for full or part-time and if you are interested in a permanent or fixed term contract.

JOB DESCRIPTION
Class Teacher

Name	Class Teacher
Accountable To	Executive Head Teacher and Senior Leadership Team.
Scale	Main Pay Scale/Upper Pay Scale plus SEN allowance. Salary will be depending on qualifications and experience
Responsibilities	**A. Teaching and learning – to:** ● Develop a classroom environment and teaching practice which secures effective learning across the breadth of the school's curriculum and provides a professional model, clearly demonstrating effective teaching, classroom organisation and display, and high standards of achievement, behaviour and discipline; ● Regularly monitor progress of students within their class which is then reflected in teaching plans, ● Evaluate the effectiveness of their teaching and learning by work analysis and use these analyses to guide future improvements; ● Ensure setting of realistic and challenging expectations for students in their class ● Liaise effectively with staff to ensure the successful transition of students through the school ● Contribute to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole; **B. Relationships with staff - to:** ● Achieve constructive working relationships with all staff ● Direct, organise and manage the work of support staff within the classroom, ● Provide regular information to senior staff on class progress; **C. Effective deployment of staff and resources – to:** ● Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting the class objectives; **D. General**: ● Promote equal opportunities within the school and seek to ensure the implementation of the school's equal opportunities policy. ● Take on any additional responsibilities that might be determined from time to time. **E. School-specific responsibilities and tasks:** ● Be responsible for a curriculum area.
Review of job description	This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post, and the post holder may be required to undertake

	additional duties by the Executive Head Teacher. It may be subject to modification and amendment at any time after consultation with the post holder.

PERSON SPECIFICATION
Class Teacher

	Essential	Desirable
Qualifications	Qualified Teacher with Qualified Teacher status. Evidence of relevant and up-to-date CPD and commitment to further professional development	
Experience	The Class Teacher should have experience teaching primary or secondary school mainstream or special.	Special school experience.
Knowledge & understanding	The Class Teacher should have knowledge and understanding of the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies); statutory National Curriculum requirements at the appropriate key stage; the monitoring, assessment, recording and reporting of students' progress; the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection; the positive links necessary within the school and with all its stakeholders; effective teaching and learning styles.	In addition, the Class Teacher might also have knowledge and understanding of Makaton, Brain Gym, Sensory Circuits, PECs, and Team-Teach
Skills	The Class Teacher will be able to: promote the school's aims positively and use effective strategies to monitor motivation and morale; develop good personal relationships within a team; establish and develop close relationships with parents and governors communicate effectively (both orally and in writing) to a variety of audiences; create a happy, challenging and effective learning environment.	In addition, the Class Teacher might also be able to support the development and delivery of a specific curriculum area.
Personal characteristics	Approachable, Committed, Empathetic, Enthusiastic, Organised, Patient, Resourceful, Flexible	

Offers of Employment

The school is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including:

- an enhanced DBS check and barring service check,
- verification of your entitlement to work in the UK,
- verification of relevant qualifications,
- receipt of 2 satisfactory references
- satisfactory pre-employment health clearance.
- We will also undertake an online search as part of our diligence.

Safeguarding

TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full safer recruitment process, including an enhanced disclosure and barring service check.

Flexible Working

TKAT recognises the value of enabling our employees to develop their career and balance this with their commitments and interests outside of work. In TKAT we promote flexible working practices and opportunities to promote a positive work life balance.

Our Commitment – Equity, Inclusion, Diversity and Belonging

At TKAT, we are committed to Equity, Inclusion, Diversity, and Belonging. We embrace and celebrate differences, value individual experiences, aspirations, and achievements, and continuously learn how to grow better together. We actively encourage applications from candidates of all backgrounds, as we believe diversity strengthens our community and drives us forward.

Access to Interview

Be Who You Are at TKAT - should you be selected and invited to interview please let us know if you require us to adapt the recruitment process to enable you to participate as your authentic self. We want applicants to be able to engage with us in ways that support who they are and we are committed to making adjustments within the recruitment process and within the workplace.



To apply for this vacancy, please download and fully complete the TKAT application form. Once completed please return to hr@shenstone-tkat.org

Please be advised that references will be taken for all shortlisted candidates prior to interview and in accordance with the terms stated on the application form.

Only those shortlisted for interview will be contacted.