



Danecourt  
School

# Danecourt School

## Candidate Information Pack



Maritime  
Academy  
Trust



# Table of Contents

- 3 Letter from the Headteacher
- 4 Welcome to Danecourt
- 5 Danecourt Photo Gallery
- 6 What the children say about Danecourt
- 8 Maritime Academy Trust
- 9 Maritime Benefits Offer
- 10 Application Guidance
- 13 Job Description
- 16 Person Specification
- 18 Contact Details



Dear Applicant

Firstly, I would like to thank you for the interest you have shown in working at Danecourt School.

Danecourt is an ambitious school for children aged 4-11 years with severe and complex needs. Many of the children have a diagnosis Autistic Spectrum Disorder (ASD). Some have Severe Learning Difficulties (SLD) and in addition, some children may also have speech, language and communication needs, physical difficulties, multi-sensory impairments. All the children attending Danecourt have an Education, Health and Care Plan (EHCP).

There are currently 186 children attending the school, however in September 2021 we are opening two satellite provisions at local mainstream schools within the Trust, that will enable us to offer a further 48 special school places.

Danecourt was judged to be good in all areas, except EYFS, which was judged as being outstanding by Ofsted in June 2019. <https://reports.ofsted.gov.uk/provider/25/142266>

Danecourt is incredibly lucky to have highly skilled and caring staff, supportive parents/carers and committed Governors on the Local Academy Council. We have an excellent local reputation and offer a supportive and nurturing work environment led by a dedicated and dynamic senior leadership team.

The school is located just off the A2 in Gillingham. It has excellent transport routes and is located on a main bus route as well as being approximately 2 miles away from Rainham and Gillingham train stations.

In September 2020, Danecourt became part of the Maritime Academy Trust. Maritime consists of 12 primary schools across Kent and the London. It is the Maritime's mission "to empower schools with the means to drive greater and more enjoyable outcomes for children".

I hope that you find this candidate pack useful and I urge you to look on our website ([www.danecourt.com](http://www.danecourt.com)) for further details about the school. If you would like further information about the post or would like to arrange a visit prior to submitting your application, please contact the main school office – [info@danecourt-maritime.org](mailto:info@danecourt-maritime.org) or 01634 232589.

I look forward to receiving your application.



Cathryn Falconer  
Headteacher

# Welcome to Danecourt

At Danecourt our mission is to provide all children with a “stimulating learning environment where every individual is valued, respected, safe and successful”.

The dedicated, enthusiastic and highly trained staff teams maintain high expectations of what each individual child is able to achieve, striving to ensure that they all achieve their maximum potential; celebrating difference and encouraging curiosity and creativity. All children receive a personalised curriculum tailored to meet their specific needs.

Staff work collaboratively with families and a range of other agencies in order to meet the children’s needs and as a result, they make strong progress academically, emotionally and socially. The children’s achievements are hugely valued and celebrated in a manner that is meaningful and appropriate for each pupil.

## Danecourt Values

### Valued

- We believe every individual is unique and special
- We foster a sense of self-esteem and self-worth
- We believe every child is entitled to outstanding care and education
- We support our children in the development of their communication, social and self-help skills
- We provide child-centred curriculum which encourages creativity and independence.

### Respected

- We respect the rights and needs of every child and adult
- We believe every child has the right to be heard
- We believe that an outstanding learning environment stems from committed and compassionate staff, who work as a team to support all children
- We aim, through first hand experiences, to develop in our children a love of learning, a pride in their work and respect for their surroundings
- We support our children in developing appropriate relationships with others at home and at school

### Safe

- We believe every child has the right to feel safe from harm, to be protected, cared for, and loved
- We provide a happy, secure and safe environment for our children where they feel a sense of belonging
- We ensure the well-being of every child by securing the best possible social, educational health and care outcomes
- We teach and expect high standards of behaviour from all children
- We believe happy and contented children will be ready and motivated to learn

### Successful

- We recognise, praise and reward every achievement however small the step
- We believe that children succeed best when teachers have high expectations and inspire learning
- We provide a wide range of opportunities in order to maximise social and academic success
- We encourage aspiration so that all members of our school community can seek to develop their full potential
- We want our children to be happy, confident young people who will contribute to their community

# Danecourt Photo Gallery



# What the children say about Danecourt

“I like my teachers because when I find something hard they help me”

Amelia

“I like the teachers and learning too. I like everything”

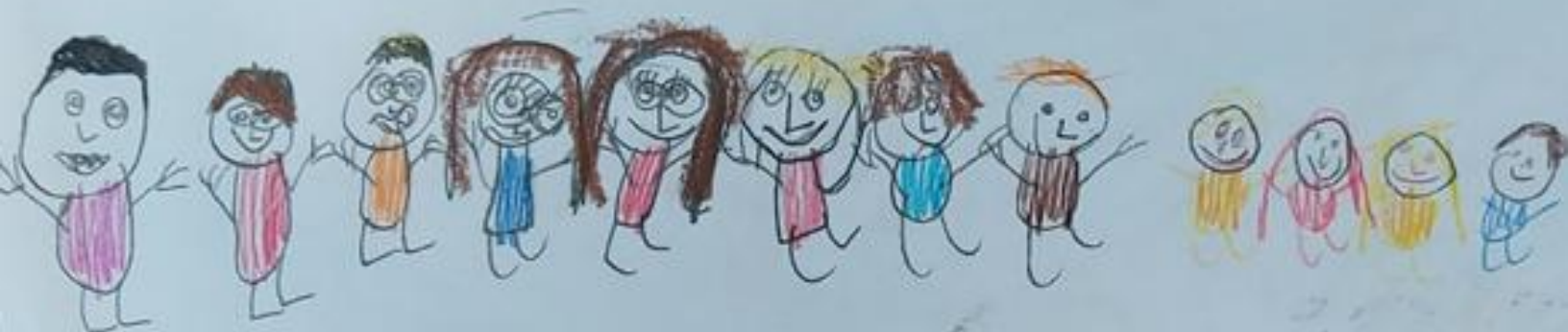
Bobby

“Maths is good because I like counting and numbers”

Hayden

“I like playing with my friends”

Lexie



# What the children say about Danecourt

“My favourite thing about school is school!”

Kenny



“I like learning about maths and counting”

Olivia



“I like learning about dinosaurs.  
We made dinosaur fossils”

Dylan



# Maritime Academy Trust

Maritime is a charitable education trust with schools across London and the South East and led by the CEO – Nick Osborne.

As an education charity, Maritime are fully committed to advancing education for the public benefit. It is our mission to empower our schools with the means to drive ever greater and more enjoyable outcomes for children.

This is done by seeking out the intersection between logic and magic; between the knowledge children need, the skills that will enable them to navigate a future world of work that doesn't exist yet, and a journey through education that will stick with them as they grow.

Our Maritime Entrepreneurial Curriculum brings this all together, weaving essential skills and knowledge into a thematic approach to learning that is embraced by all of our schools. It culminates with our Maritime Expeditions: child-led learning showcases that demonstrate how children have found solutions to real-world challenges.

Like our name suggests, Maritime draws on the heritage of our original Greenwich home. We are explorers and adventurers who believe that our community grows stronger the more people we meet and the more we learn from them. Our whole approach to what we do, our whole mindset, is that through strong collaboration we can most effectively spark innovation throughout our schools. Collaborate, Innovate, Educate.

We are very proud of how we work together, approaching everything through the lens of our Maritime Behaviours, the ways of working that build towards our vision and make it enjoyable to be a part of the team.

As an employee of the Maritime Academy Trust you can expect:

- a positive working environment
- national terms and conditions
- tailored programmes of CPD with cross trust development opportunities
- a generous package of staff benefits.

You can find out more information about Maritime Academy Trust on the [website](#).



# Staff Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

## Your Maritime Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

National Terms & Conditions



Mental Health First Aiders



Enhanced maternity & paternity benefits



CPD & Progression opportunities



Early salary access & financial advice



Interest free Travel Work Loans



Access to face to face counselling sessions



Annual Flu Vaccinations



Eyecare Vouchers



Local Government & Teachers Pensions Schemes



Cycle to Work Scheme



Comprehensive Employee Assistance Programme



# Application Guidance

Thank you for your interest in working with the Maritime Multi-Academy Trust. This Application Guidance has been developed to help you to complete your application. Please take a few minutes to read through the information before filling out the application form.

Your application will be your first point of contact with the Trust and the school you would like to work with. The content of your application will determine whether or not you will be invited to interview, therefore it is essential that you complete it as fully as possible. We will not make any assumptions about your abilities and do not take into account any previous applications.

CVs are not acceptable in the place of a completed application form and all candidates are required to address the criteria on the person specification for the post. However, you may submit a CV in addition to your completed application form.

## Personal Details

Enter fully and clearly your name, address and telephone number(s) so that you can be easily contacted in the event that you are shortlisted to attend an interview.

## Employment

State clearly your current or most recent employer's name and address. Include details of the post held and (if applicable) reason for leaving.

## Previous Employment

Enter names and addresses of all previous employers, starting with the most recent. You can also include work experience placements, holiday jobs or voluntary work in which you have developed skills relevant to the job you are applying for. It is very important that you complete this section in chronological order, and detail accurately any gaps between employment and other activities.

## Education

Provide full details of your education at secondary level and above along with details of degrees/diplomas and any other qualifications, including those that you are currently studying for. Make sure you give all the information required, including levels and grades of any examinations taken. If a required qualification has been specified for the role, make sure you give all the information required and levels of any examinations taken. You will be expected to provide documentary evidence if you are invited for an interview.

## Supporting Statement

This section is very important. It gives you the opportunity to detail why you feel you are the best person for the job and why you are applying, and is the key information that is used for shortlisting. Before completing this section refer to the Job Description and Person Specification for the role.

# Application Guidance

Focus on how your skills, knowledge and experience meet each role requirement, detailed in the person specification giving specific examples. In completing this section you may refer to both paid and voluntary work and your experience within any school or any relevant experience outside work.

## Referees

Provide the names, addresses and email addresses of two people who are willing and able to provide references in support of your application. One of these must be your current (or most recent) employer.

If you are an ECT We suggest you ask the Headteacher of your most recent placement and your university or college tutor, as they will be able to comment upon your teaching skills.

If you are not currently working with children but have done so in the past, the second referee should be the employer by whom you were most recently employed in work with children. Please note that family members, friends and relatives are not acceptable referees.

Referees will be asked about past disciplinary actions or allegations excluding those that were deemed to be unfounded, unsubstantiated or malicious when assessing your application.

If you are subsequently made a conditional offer of employment, further information may be sought about health and absences.

## Eligibility to Work in the UK

If you are selected to attend for an interview you will be asked to provide documentary evidence of your right to work in the UK.

## Declarations

If you are appointed, you will be required to complete an Enhanced Disclosure and Barring Service (DBS) application. The DBS will provide a report to you confirming whether you have any history of criminal convictions, including cautions and bind-overs.

All posts in schools are exempt from the Rehabilitation of Offenders Act 1974; this means you must declare all convictions, including those that would normally be regarded as 'spent'. The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.

We need to know if you have a close relationship with and/or are related to any employee, governor or anyone else connected to the school, in order to ensure a fair selection process.

If you have a disability please provide details of any adjustments that you will require if shortlisted for an interview. Any details you provide regarding a disability will be dealt with sensitively and will only be disclosed to staff involved in the selection process when it is considered appropriate and necessary.

# Application Guidance

## Submitting Your Application Form

Before submitting your application form ensure that you take time to read it through to check for any errors, gaps in employment history and fully completed referee contact details. You may find it useful to keep a copy of your submitted application form to refer to if you are short listed for the post you are applying for. Your completed application must be submitted before the specified closing date.

## Next Steps

You will be notified as to whether you have been shortlisted to attend an interview. It is the policy of the Trust that feedback is not provided to candidates at the shortlisting stage

## Online Checks

In line with KCSIE 2023 guidance, as part of the shortlisting process, the Trust reserves the right to conduct an online search on shortlisted candidates as part of our due diligence and to share any pertinent information found concerning a candidate's suitability to work with children with Hiring Managers to be discussed at interview stage

## Safeguarding

It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children. See our policy statement on the recruitment of ex-offenders

Maritime Academy Trust is committed to recruiting with care and safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A copy of our recruitment of ex-offenders policy can be [found here](#)

**[A copy of the Maritime Child protection and safeguarding policy can be found here](#)**

If you are shortlisted you will be asked to complete a Criminal History declaration form.

## Privacy

A copy of our privacy statement for job applicants can be [found here](#)

## Diversity

**Maritime Academy Trust embraces diversity and equal opportunity in a serious way. We are committed to building a team that represents a variety of backgrounds, perspectives and skills. The more inclusive we are, the better our work will be.**

# Job Description

<b>Job Title:</b>	Assistant Headteacher
<b>Reporting to:</b>	Headteacher / Deputy Headteacher
<b>Salary Range:</b>	L4 - L9
<b>Contract Type:</b>	Permanent

## **Purpose of the Job:**

To assist the senior leadership team in the leadership and management of the school and in all aspects of school improvement, including taking full responsibility for leading significant aspects of the school, under the direction of the Headteacher.

## **Leadership and Management:**

To support the Headteacher and Deputy Head Teachers by contributing to:

- Shaping a vision and direction for the school, setting out very high expectations and with a clear focus on pupil achievement and well-being.
- To inspire, motivate and influence staff and pupils, taking a leading role in maintaining the highest standards of teaching and learning and behaviour.
- Setting aims and objectives for the school and formulating the School Development Plan along with other senior staff.
- Developing and monitoring policy and practice.
- Participating in school self-review and evaluation and in the effective planning and management of resources to secure improvements.
- Establishing and sustaining the school's ethos and strategic direction together with the Trust and Local Academy Council (LAC) and through consultation with the school community.
- Establishing and overseeing systems, processes and policies so that the school can operate effectively.
- Ensuring staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care.
- To work as part of the DSL team as a Deputy Designated Safeguarding Lead and undertake the roles and responsibilities as set out in the attached DSL/DDSL job description.
- To provide an excellent role model for all members of staff and pupils in all aspects of school life. To be exemplar of all policies and practices. To actively promote the aims, vision and values of the school.
- Identifying problems and barriers to school effectiveness, and developing strategies for school improvement that are realistic, timely and suited to the school's context.
- To be an effective lead on staff performance development.
- When and if necessary, in the absence of the Headteacher and Deputy Headteachers assume responsibility for the day to day management of the school.

# Job Description

## **Teaching and Learning:**

- Be an 'outstanding' role model and act as a leading classroom practitioner, inspiring and motivating other staff, encouraging staff to innovate in the pursuit of the highest expectations of learning.
- Work with the Senior Leadership Team to sustain high expectations and outstanding practice in teaching and learning throughout the school.
- Monitor and evaluate the quality of teaching and standards of pupils' achievement and use benchmarks and set targets for school improvement.
- Ensure all pupils and their well-being are cared for.
- Establish and sustain high-quality teaching across all subjects and phases, and provide support where necessary.
- Ensure teaching is underpinned by subject expertise and up to date knowledge in pedagogy.
- To provide relevant bodies with robust information relating to school performance and development.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure that the curriculum is collaboratively developed, embedded and reviewed.
- Support others to ensure the teaching of a broad, structured and coherent curriculum.

## **Leading and Managing Staff:**

- Maximise the contribution of staff to improving the quality of education provided and standards achieved and ensure that constructive working relationships are formed between staff and pupils.
- To undertake Performance Management Review and act as a reviewer for others.
- To participate in the school's ITT programme and support students and ECT's.
- To support development in Teaching and Learning within and across curriculum areas through CPD, monitoring and review.
- To develop teachers and teaching assistants both on an individual and class basis.
- To support and coach class teachers in their roles as class team leaders.
- To support colleagues to be successful in their own leadership role through mentoring, coaching and line management.
- To ensure that staff and resources are deployed efficiently and effectively.
- To participate in recruitment and selection, as required.
- Sustain motivation of self and other staff.

## **Communication:**

- To ensure effective communication / consultation as appropriate with the parents / carers and other relevant stakeholders, including social services and the Local Authority.
- To represent the school's views and interests in a professional manner.

# Person Specification

<b>Job Title</b>	<b>Assistant Headteacher</b>
<b>Grade</b>	<b>L4 - L9</b>

**Shortlisting Criteria:** Essential criteria assessed via application form should be used to shortlist.

**Method of Assessment:** A = Application Form, P = Presentation, I = Interview

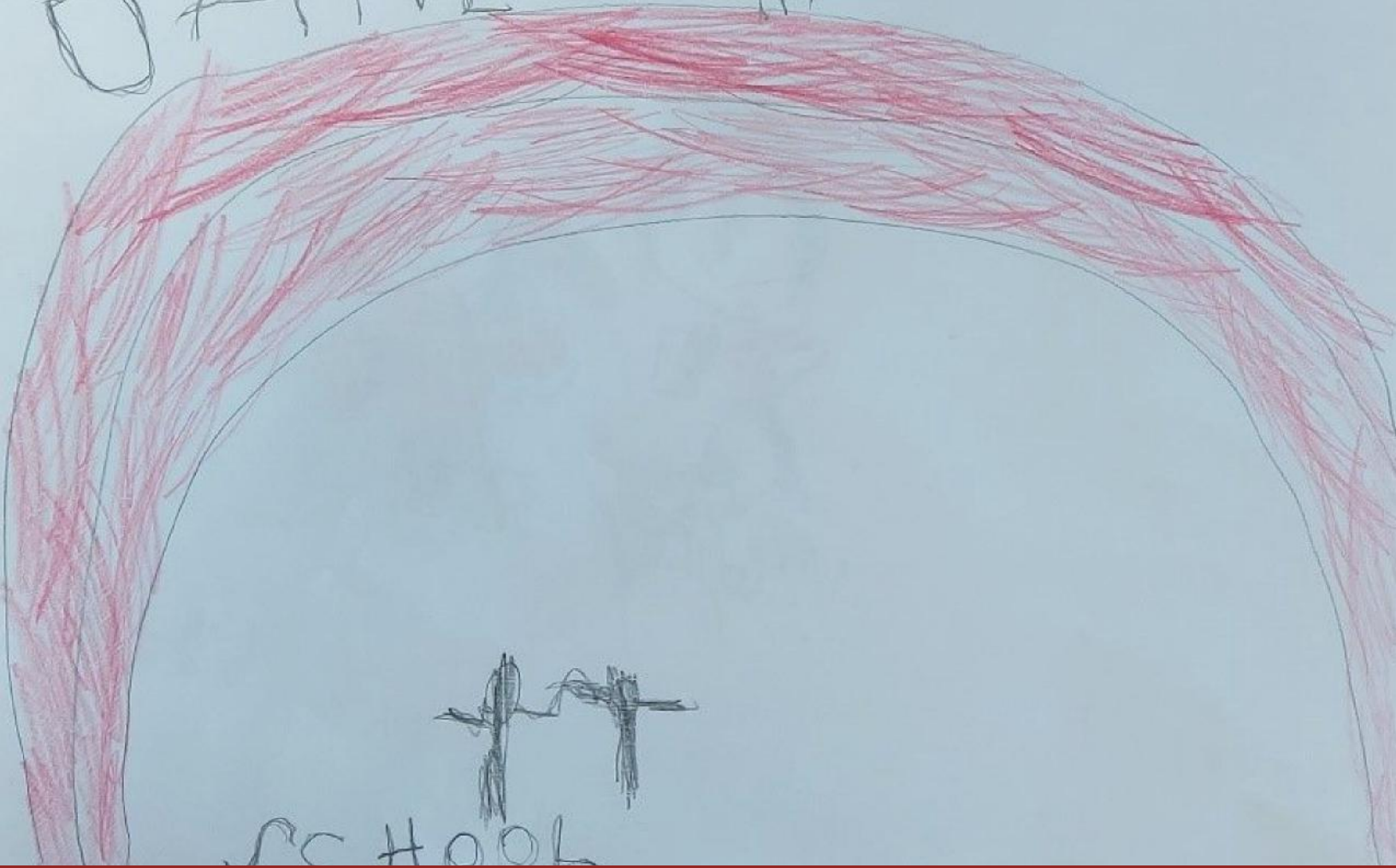
<b>Qualifications, Training and Continued Professional Development</b>	<b>Essential / Desirable</b>	<b>Method of Assessment</b>
<ul style="list-style-type: none"> <li>● Educated to degree level</li> <li>● Qualified teacher status</li> <li>● Evidence of appropriate professional development and a willingness to undertake relevant additional qualifications.</li> <li>● NQSL or other appropriate leadership qualification.</li> <li>● Relevant in-service training during the last three years.</li> <li>● DSL safeguarding training.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>	<p>A</p> <p>A</p> <p>A/I</p> <p>A</p> <p>A/I</p> <p>A</p>
<b>Knowledge and Experience</b>		
<ul style="list-style-type: none"> <li>● Current substantial and extensive experience teaching across a primary phase.</li> <li>● Have a clear understanding of the needs of all pupils with special educational needs.</li> <li>● National/local educational priorities/developments and their impact on school. Commitment to equal opportunities.</li> <li>● Demonstrable knowledge of innovative practice, developing and implementing an effective Inset programme in a curriculum area.</li> <li>● Experience of resource planning and financial management at curriculum level.</li> <li>● Demonstrable senior leadership and management experience in a school, including successful line management and staff development experience.</li> <li>● Involvement in school self-evaluation and development planning.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<b>Skills and Abilities</b>		
<ul style="list-style-type: none"> <li>● Understanding of high-quality teaching, and the ability to</li> </ul>	<p>Essential</p>	<p>A/I</p>

# Person Specification

<p>model this for others and support others to improve.</p> <ul style="list-style-type: none"> <li>● Understanding of school finances.</li> <li>● Understanding of the requirements for leadership of staff, curriculum, community and resources.</li> <li>● Understanding of the process of curriculum evaluation, review and monitoring.</li> <li>● Effective communication and interpersonal skills.</li> <li>● Ability to communicate a vision and inspire others.</li> <li>● Ability to establish an ethos conducive to promoting good relationships whilst maintaining high standards of behaviour.</li> <li>● Demonstrate the ability to work in partnership to promote, motivate and lead the school.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<b>General</b>		
<ul style="list-style-type: none"> <li>● Commitment to the highest standards of child protection and safeguarding.</li> <li>● Understanding of and commitment to the Trust's/School's equal opportunities policies and ability to put into practice in the context of this post.</li> <li>● Understanding of and commitment to the Trust's obligations in respect of the General Data Protection Regulations (GDPR) 2018.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p>



DANECOURT



## Contact Us



[@DanecourtSchool](https://twitter.com/DanecourtSchool)



[@Danecourt-School](https://www.facebook.com/Danecourt-School)



Danecourt School, Hotel Road, Gillingham, ME8 6AA



[info@danecourt-maritime.org](mailto:info@danecourt-maritime.org)



01634 232 589



## Maritime Academy Trust



[@MaritimeMAT](#)



[@MaritimeAcademyTrust](#)



[www.tes.com/jobs/employer/maritime-academy-trust-1162586](http://www.tes.com/jobs/employer/maritime-academy-trust-1162586)



Telephone: 020 8016 6064

Email: [info@maritimeacademytrust.org](mailto:info@maritimeacademytrust.org)

Recruitment: [recruitment@matoffice.org](mailto:recruitment@matoffice.org)