



## *Resourcing / Additional information*

### **Rainham School for Girls**

Rainham School for Girls represents a culture of high aspiration, high expectations and success. Our aim is to provide an outstanding learning experience for all students within a safe, disciplined and caring environment.

We currently have over 200 staff, both teaching and non-teaching. We are part of The Kemnal Academies Trust and have the benefits of a large Multi-Academy.

For further details, please visit: [www.rainhamgirls-tkat.org](http://www.rainhamgirls-tkat.org)

### **The Kemnal Academies Trust**

TKAT is one of the largest Multi-Academy Trusts in the South of England with over 40 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.

We believe it is important for Academies to retain and promote their individual identity and we endorse earned autonomy across the Trust. Our leaders focus on pupil 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 pupils 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.

For further details, please visit: [www.tkat.org](http://www.tkat.org)

### **Application Process**

Applications must be made via the School's online application system.

You should provide clear evidence and examples where you demonstrate where you meet the criteria for the post.

Copies of certificates for qualifications you have stated you have achieved in your application will be requested at offer stage; in particular, those that were deemed as essential for the post.

Applications must be received by the closing date (unless otherwise stated) and unfortunately late applications cannot be accepted. If you are invited to attend an interview you will be contacted by email confirming the arrangements.

### **Feedback:**

Due to the large number of applications we receive, we are unable to provide feedback at shortlisting stage. We will provide feedback, if requested, following an interview.





## **Equality, Diversity and Inclusivity**

All School staff are expected to be aware of, comply with, and support the Trust's policies with regards to ensuring and promoting equality, diversity and inclusivity. Relevant training and development will be undertaken, as required.

## **UK Visa and Immigration**

Rainham School for Girls is unable, under current immigration law, to employ candidates who are not eligible to live and work in the UK.

## **Annual Leave/ Flexi time/ Buy Back Holiday**

For all non-teaching roles, depending on the position, you will be entitled to apply for either annual leave, flexi time, or be able to opt into our leave buy back scheme.

## **Pension**

You will be automatically enrolled to into either the Teachers Pensions Scheme or the Local Government Pension Scheme dependant on your role.

## **Childcare Vouchers**

The School participates in a childcare voucher scheme, which is a simple straight forward and cost effective way to pay for childcare. Under the scheme part of your salary is 'sacrificed' in exchange for childcare vouchers. As the vouchers are non-taxable and exempt from national insurance contributions significant savings can be made on childcare costs. These vouchers can be used to pay towards registered childcare.

## **Wider Wallet**

Wider Plan is an award-winning provider of employee benefits and administration services, who work with thousands of organisations across the public, private and voluntary sectors, ranging from discounts on day to day supermarket shopping, travel, family days out and relaxing spa breaks and great value health insurance.

## **Cineworld Benefits**

Discount for Cineworld Cinemas, this includes tickets, drinks and their unlimited ticket. It is all done through the website shown below and you register individually, there is no cost in registering and you can choose up to 10 tickets per month at a discounted rate of up to 40%.

## **Free parking on site**

We offer free parking on site for all staff and visitors to the school.

## **Public Transport Links**

Train: Nearest train station is Rainham and is 1.2 miles from school.

Bus: Regular bus services from all of the local towns.

