



# Kennet School

Excellence through Endeavour



Application Pack  
Head of Physically Disabled Resource

# WHAT WE BELIEVE

At Kennet School we employ forward-thinking, creative teachers who are unapologetically passionate about their subject. Our motto, 'Excellence through Endeavour', does not apply to our pupils alone.

We place learning at the heart of everything we do. Through our learning blog and innovative professional development programmes, we seek to drive education reform through the heart of our school, making decisions that are right for our pupils whilst being an exciting place to work.

We do not believe in restrictive marking policies, for example those that demand a consistent marking technique. Rather, we value the full range of assessment methods and equip staff with the ability to plan the appropriate strategies alongside learning.

Our curriculum is rich in knowledge because we believe knowing things provides a foundation for being able to do things. Department and training opportunities create space for the ongoing development of the curriculum as we understand the value that specialist teachers bring to this process.

We value the time of our staff and all teachers start with a 15% PPA allocation. Additional admin support is provided to ensure all teachers are able to focus on their first priority: pupils' learning.

A rigid behaviour procedure enables departments to manage low level disruption internally. Our procedures reduce the demands on staff whilst ensuring that poor behaviour is dealt with swiftly and positive behaviours don't go unnoticed.

If you are passionate about seeing young people achieve more than they thought was possible and recruiting the next generation to your field of expertise, then we welcome your application to join our team.



Mrs G Piper  
Headteacher



# LETTER FOR APPLICANT

Dear Applicant

Thank you for your interest in this post.

We are seeking an enthusiastic and committed individual to lead the Physically Disabled Resource and join a strong and highly respected team.

Kennet School was the first school in Berkshire to offer a physically disabled resource. Established over 40 years ago, we aim to give access to the curriculum, to integrate into the mainstream school and develop into confident, independent young adults.

As members of the Physically Disabled Resource, pupils gain valuable support from the whole of the school community. They are as fully integrated with their able-bodied peers in mainstream school as their needs allow, which gives them the opportunity to mix together socially, to become aware of one another's needs and therefore develop increased awareness, understanding and tolerance.

Our pupils have access to all appropriate aspects of the curriculum. Close liaison takes place between parents, teachers and resourced-base staff in addition to a wider team of professionals to ensure that the individual needs of each pupil are met and that progress is regularly monitored, reviewed and maximised.

The facilities of our physically disabled resource is second to none. We have a physiotherapy room, a large, light and airy main room with social, kitchen and work areas, two classrooms, together with disabled toilets and personal care facilities. We also have specialist equipment including ceiling-mounted and mobile hoists, soundfield systems, a wash/dry toilet and adapted wetrooms.

If you're undecided about applying and you would like to discuss this role, please contact myself on [cadams@kennetschool.co.uk](mailto:cadams@kennetschool.co.uk)

If you've already decided to apply, the easiest way to do so is by clicking the 'Quick Apply' button on the TES website. Alternatively, application forms can be downloaded from our vacancies page on our website and submitted by email to [office@kennetschool.co.uk](mailto:office@kennetschool.co.uk).

Applications must be received by Monday, 21 June 2021 (9am).

Yours sincerely



Mr C Adams  
Assistant Headteacher



Job Title: Head of Physically Disabled Resource  
Salary: MPS plus TLR2 £4,785 and SEN Point 1 £2,270  
Contract: Full Time (Permanent)  
Required for: September 2021



# WHY WORK FOR US?

...because we support and value our teachers!

Professional development at Kennet School is centred on investing in individuals. We spend well above the national averages on professional development and have teachers on NPQs, Leadership apprenticeship and MA programmes. Our aim is to help every member of staff be the best they can be.

Evidence-based inset programme has a real impact on teaching and learning across the school. Teachers work collaboratively across departments to focus on a question of their choice whilst engaging with current research in education. This programme is about trusting teachers to shape their own learning and giving them the time to explore issues relevant to their expertise and subject.

An unwavering focus on learning is at the heart of everything we do. We remove as many barriers as we can, administrative or otherwise, to keep learning at the top of everybody's agenda.

Lesson observation and feedback designed to be helpful and supportive, but also encourage development and improvement, at least twice a year. We also run a coaching programme which supports teachers as well as contributing to wider conversations about what excellent teaching and learning means to us.

Career Opportunities arise frequently in large schools and we actively seek to help our teachers develop their careers and move into positions of responsibility.

Our new staff and NQT+ programmes are bespoke for all new staff and particularly for NQTs, which includes supportive observations, training and other opportunities across the school. We have recently introduced a programme to support staff throughout the first three years of their career: from NQT to preparing for a post of responsibility.

Staff Perks include a cycle to work scheme with a tax free allowance, 15% PPA time, learning visits to other schools, a sophisticated leisure centre on site (with discounted memberships) and an active social committee. We have a number of other benefits including free flu jabs, free porridge daily, Office 365 and various free product offers through gemsatwork. We also run free yoga and fitness classes on site. In addition to this, we offer staff membership of the **Teachers' Pension scheme and the Local Government pension scheme**. Childcare vouchers, through the Government scheme, can also be offered.



# PERSON SPECIFICATION

Criteria	Essential	Desirable	How identified
Qualifications and Training			
Qualified Teacher Status (QTS)	✓		Application Form
Degree level qualification	✓		
Evidence of ongoing professional development	✓		
Additional academic or professional qualifications		✓	
Experience			
Experience of planning and delivering schemes of learning	✓		Application Form and Selection Process
Experience of using strategies to raise pupil attainment	✓		
Experience of making accurate assessments	✓		
Experience of curriculum planning	✓		
Experience of leading professional development or training		✓	
Experience of helping others to improve their practice		✓	
Knowledge and Abilities			
Expert subject knowledge for teaching	✓		Interview and Lesson Observation
Able to use data to make strategic decisions	✓		
Knowledge of how to differentiate within the planning of a curriculum	✓		
Able to support others in developing clear routines and expectations	✓		
Solid IT skills including use of Microsoft Word and Excel and ability to use technology to enhance learning	✓		
Knowledge of evidence-based teaching strategies	✓		
Values			
Commitment to achieving excellence across a team	✓		Application Form and Interview
Appreciation of the importance of strong and strategic leadership	✓		
Commitment to making learning challenging and engaging for all pupils	✓		
Commitment to close working relationships with parents, governors and the wider community	✓		
Commitment to supporting the wellbeing and work-life balance of their team	✓		
Enthusiasm to contribute to the wider life of the school, including extracurricular activities	✓		

Criteria	Essential	Desirable	How identified
Personal Qualities			
Professional and well presented	✓		Interview and Selection Process
Thinks strategically with a relentless focus on improvement	✓		
Compelling communicator	✓		
Willing to have candid conversations about performance and standards	✓		
Unapologetically passionate about subject	✓		
Seeks to listen and understand	✓		
Reflective and self-aware	✓		
Ambitious and motivated	✓		
Personal Circumstances			
Must legally be entitled to work in the UK	✓		Application Form and Document Check
Nothing in personal background or criminal record indicates unsuitability to work with children / young people / vulnerable / finance	✓		
Safeguarding			
Has appropriate motivation to work with children and young people, and can relate to them	✓		All stages of the recruitment process



# APPLICATION PROCESS

## Completing your application

Our preferred method of application is via the 'Quick Apply' function in TES.

Alternatively, you can download an application form from our website, complete it, and send to [office@kennetschool.co.uk](mailto:office@kennetschool.co.uk). We will not accept applications that are not submitted through either of these methods, this includes CVs and letters of application.

Please be thorough and accurate when completing your application as we review these forms carefully during the shortlisting and selection process. We advise against generic supporting statements and will be looking for your suitability to this particular role.

Your application will be shared with our appointment panel along with references and any other pertinent information.

## Shortlisting

Applications will be reviewed as they arrive, but formal shortlisting will take place as quickly as possible after the application deadline. Applications will be ranked by members of the recruitment panel. Following this, successful applicants will be notified and asked to confirm their attendance at interview. Schedules will be sent out once we have confirmed the field for interview.

In exceptional cases we may choose to shortlist before the application deadline, so early applications are encouraged.

## Interviews

The components of interviews will vary by job role, but the schedule will be designed to assess the competencies outlined in the person specification. All interviews involve an opportunity to tour the school and find out more about us. The final stage of the selection process is a formal panel interview.

## Documentation

If selected for interview, please bring the following:

- Photo Identification (driving license or passport)
- Proof of address
- Certificate from highest level of qualification (e.g. degree certificate)

## Appointments

Following interviews, the panel will decide whether to make an offer of employment. Wherever possible, this will be done on the same day and a contract will be prepared. We ask that candidates attending interview are in a position to make a decision about whether to accept the role.

Kennet School is committed to safeguarding children and expects all staff to share in that commitment; successful candidates will be subject to an enhanced Disclosure and Barring Service check.



## Don't just take our word for it...



"The pupils and parents have a real passion and enthusiasm for learning, enabling a positive environment."

Mr C Adams  
Assistant Head & PE Teacher



"I love the sense of community at Kennet. The joyful devotion of the staff is matched by the infectious zest of the pupils."

Mr A Killeen  
Newly Qualified English Teacher



"What I love about working at Kennet is the culture of collaborative working. This has allowed me to develop both as a teacher but also as a person."

Mr D Domm  
Head of Business Studies & Economics



"Kennet is a happy and vibrant place to work. A great group of pupils and staff, excellent facilities and ample opportunities to get involved."

Dr N Sapkota  
Science Teacher

Kennet School  
Stoney Lane, Thatcham, Berkshire RG19 4LL

☎ 01635 862121    ✉ [office@kennetschool.co.uk](mailto:office@kennetschool.co.uk)    🌐 [www.kennetschool.co.uk](http://www.kennetschool.co.uk)    🐦 KennetSchool

