Cantell
SCHOOL

Aspire Community Trust
ACT building a better future

STAFF RECRUITMENT PACK

Violet Road, Southampton SO16 3GJ

023 8032 3111 : cantell.co.uk : info@cantell.co.uk

From The Head

Thank you for your interest in joining **Cantell School**, part of the Aspire Community Trust.

We're delighted you're considering a role with us and the opportunity to support the success, wellbeing, and aspirations of our young people.

At Cantell, we often speak about the Cantell Family and it truly reflects the warmth, pride, and sense of belonging across our school. Students, staff, and families form a diverse, supportive community where everyone is valued and encouraged to thrive.
We are proud of our dedicated and talented staff, supported by leaders who model servant leadership - empowering others and leading with integrity and ambition. This creates a positive, trusted environment where people feel energised and proud to belong.

With over 1,300 students and 180 staff, Cantell continues to grow as a school of choice. Strong relationships are at the heart of everything we do, with families valuing not only outcomes but the care and respect behind them.

We are looking for a committed, forward-thinking individual who shares our values and wants to make a real difference in young people's lives.

Harry Kutty
Headteacher

Most importantly, we are looking for someone who:

- Demonstrates professionalism, empathy, and integrity
- Is motivated by making a positive difference
- Thrives in a diverse, dynamic, and collaborative school
- Embraces and contributes to our long-term development
- Brings flexibility, initiative, and a willingness to support across the school

If you share our values, we would love to hear from you. You're warmly invited to get in touch or arrange a visit.

Thank you for considering Cantell School - we look forward to welcoming you!

Our School Vision

We are proud to be a heavily oversubscribed, inclusive comprehensive school with a student body that reflects the wonderfully diverse and vibrant local community.

What makes us stand out in the crowd is the strength of relationships between our diverse student and staff body. It is one of the reasons why Cantell is a great place for students to learn and staff to work!

At Cantell, our values, the **Cantell Cs:** Challenge, Creativity, Commitment, Cooperation, and Courtesy shape the way our community works together.
Our staff work tirelessly to ensure that learning takes place in a culture of mutual respect and understanding. They go above and beyond every day to provide the best for our students, a commitment that has only strengthened through the COVID-19 pandemic, bringing us closer together as a family.

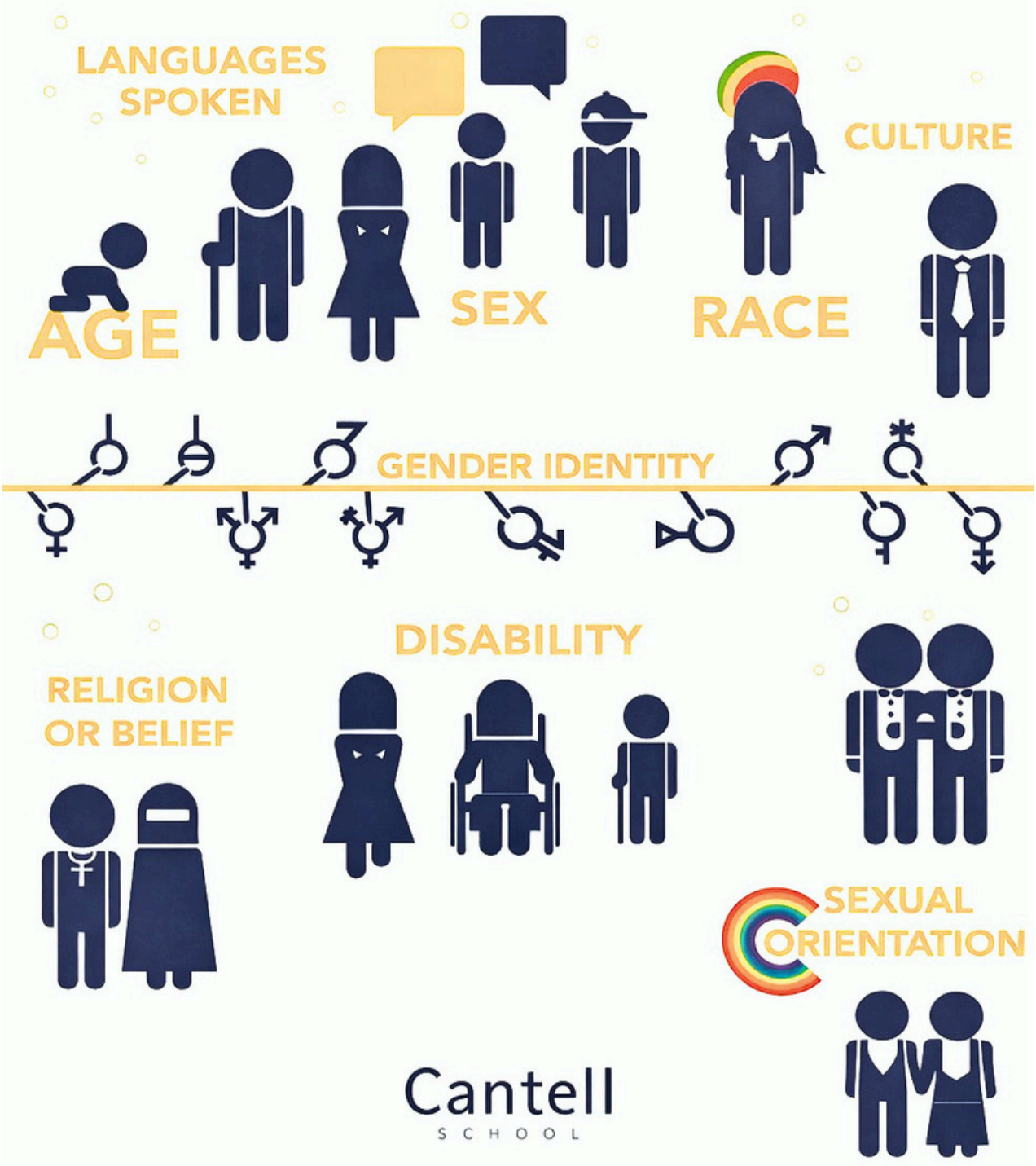
At Cantell, we are very clear that students only get one chance at their education. We know and understand that it is our moral imperative to turn that chance into a pathway to success, and our broad and balanced curriculum supports us to achieve this aim. This is complemented by our wide range of extracurricular clubs, and array of trips and visits, which ensure our students make memories and friendships for a lifetime.

"Cantell encourages us to believe we can succeed."

COURTESY

At Cantell our Golden C is Courtesy - we show manners and respect towards others even if they are different to us.

We respect others regardless of their...



Ofsted Inspection

Ofsted rated Cantell School Outstanding in all areas following its inspection in ***March 2024.*** Inspectors recognised the school's ambitious and carefully sequenced curriculum, which reflects very high expectations for all pupils and supports strong outcomes across subjects. Behaviour and attitudes were judged to be exemplary, with disruption to learning described as exceptionally rare.

The inspection also highlighted Cantell's inclusive and positive school culture, where pupils are **exceptionally proud to be part of the Cantell family.** Leaders were praised for their highly effective leadership and management. Ofsted noted that pupils are very **well prepared for their future education, employment and life in modern Britain.**

School report

Ofsted
raising standards
improving lives

Inspection of Cantell School

Violet Road, Bassett, Southampton, Hampshire SO16 3GJ

Inspection dates:	26 and 27 March 2024

Overall effectiveness	**Outstanding**
The quality of education	**Outstanding**
Behaviour and attitudes	**Outstanding**
Personal development	**Outstanding**
Leadership and management	**Outstanding**
Previous inspection grade	Good

About Aspire Community Trust

Cantell School is a proud member of the Aspire Community Trust. It enables us to collaborate and share good practice with a number of other schools, whilst retaining our own identity and autonomy.

Dear potential colleague,

Aspire Community Trust

The Aspire Community Trust was set up in 2017. It is a co-operative trust, which means that our family of schools all have their own ethos, governing body and headteacher. We choose to work together because we are all stronger when we share resources, expertise and ideas.

We are a diverse family!

- Bassett Green Primary School
- Bevois Town Primary School
- Cantell Secondary School
- Highfield Church of England School
- Mansbridge Primary School
- Maytree Infants and Nursery School
- Mount Pleasant Junior School
- Swaythling Primary School
- Vermont Special School

Working together has enabled us to set up curriculum network groups to map progression from EYFS to GCSE in all subjects of the National Curriculum. We have a SENCo group who work together to share good practice, a Business Managers group to look at joint procurement and secure best value in these challenging financial times. We have a DSL group who meet to ensure we are meeting all the challenges that the rapidly evolving safeguarding remit presents us with.

Come and join our vibrant family of schools and secure a better future for all our children.

J Draper, H Kutty co- chairs, Aspire Community Trust.

Job Description

Teacher of Physical Education

Salary Range: £34,069– £52,835 per year

Post: Full time

Responsible to: Headteacher, under the day-to-day management and leadership of the Subject Leader

In addition to carrying out the professional duties of a school teacher in accordance with the current DfES's School Teachers' Pay and Conditions document, the post holder shall, in consultation with the Head of Department and Headteacher:

- Teach across the age and ability range, in line with the National Curriculum programmes of study, in such a way as to challenge and inspire students of all abilities
- Plan, prepare and teach lessons to students assigned to his/her classes, according to the students' educational needs with reference to prior attainment, SEN and English as an additional language as required
- Assess, record and report on the development, progress and attainment of students assigned to him/her in line with school and departmental guidelines
- Contribute to the planning and implementation of the curriculum in accordance with the National Curriculum, school and departmental guidelines
- Liaise with colleagues to ensure a coherent programme of study for the students assigned to him/her
- Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships
- Be familiar with, support and reinforce the aims, ethos, policies and procedures of the school and department with students, staff and parents where appropriate
- Promote enrichment activities related to the subject
- Be responsible for an aspect of the Department Development/Improvement Plan, as agreed with the Subject Leader

All teachers take an active role in the school's pastoral care of students and are expected to fulfil the role of form tutor.

All teachers actively support and contribute, as required, to the school's programme for Initial Teacher Training trainees.

The person undertaking this role is expected to carry out such other duties as may reasonably be assigned by the Headteacher, including attending meetings and events in line with the school calendar.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check.

Person Specification

	Essential	Desirable
Qualifications and Training	Qualified Teacher Status A degree or equivalent in relevant subject.	Masters degree
Professional Development	Evidence of a commitment to own professional development.	Reached level 8 ICT skills.
Experience	A keen interest in teaching across the Key Stages Successful teaching experience at KS3 and KS4.	Evidence of high achievement in teaching throughout the Key Stages Development of schemes of work Worked effectively as a form tutor.
Knowledge	• Secure knowledge of the programmes of study for relevant subject at KS3 and KS4. • Understanding of level descriptors for KS3 and KS4. • Use of assessment and attainment information to improve practice and raise standards in relevant subject. • Use of strategies to promote good student relationships and conduct in an inclusive environment	• An understanding of KS2. • Knowledge of the ICT content specified for relevant subject in the National Curriculum. • Knowledge of strategies to support numeracy and literacy development. • An understanding of emotional literacy developments to support teaching and learning. • An understanding of education within the multicultural/faith community
Skills	An enthusiastic teacher Competent use of IC.	Ability to use a range of teaching methodologies.
Commitments	• Commitment to a comprehensive education. • Actively support the School's aims Willingness to participate in whole-school developments	• Willingness to contribute to extra-curricular activities
Personal	Passion for teaching Energy, enthusiasm and flexibility Sense of humour and a positive outlook on life Ability to work under pressure Determination to succeed	

STAFF BENEFITS

- FREE ONSITE HEALTH SUITE
- CAREER PROGRESSION AND CPD TRAINING
- EDUCATION SUPPORT EMPLOYEE ASSISTANCE PROGRAMME
- A SCHOOL ENVIRONMENT RATED OUTSTANDING BY OFSTED
- CYCLE SCHEME INCENTIVE
- FREE ONSITE PARKING
- WELLBEING INITIATIVES
- ADVANTAGEOUS PENSION PLAN
- DISCOUNTED SHOPPING
- HOME & TECH DISCOUNT SCHEME

What Our Staff Say

Dr J Tait

Teacher

"I've always enjoyed feeling like teaching at Cantell is a team effort with the students, and how engaged and questioning they can be. It makes me feel really encouraged to see how their interests grow, and to know that I'll always get feedback from them to help, so I know what works for them and to help me make sure they achieve their best."

Mrs E Breckenridge

Teacher

"Working at Cantell is rewarding because the high standard of teaching inspires me, and the supportive management make me feel valued."

Mr C McCormack

Teaching Assistant (SEN)

"Since starting at Cantell (September, 2025), I have been welcomed and supported by staff members, both inside and outside of the department. At Cantell, the commitment towards learning and support of the pupils is paramount. This can be seen throughout the school. It makes for a rewarding and positive environment to work in."

Mrs L Mayo

Teaching Assistant

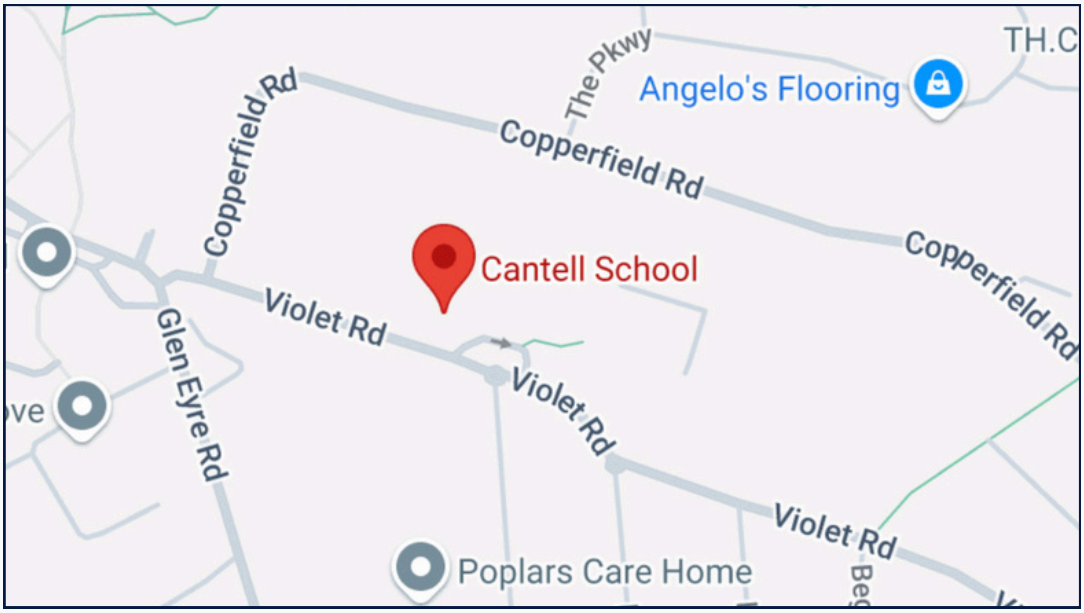
"Working at Cantell is hugely rewarding. To be part of an incredible team where we are respected and supported makes staff feel like they are valued both professionally and as individuals."

How To Apply

If you believe you hold the experience and qualities required for the role, please see our website for an application form www.cantell.co.uk. Alternatively, please contact a member of the HR team by email recruitment@cantell.co.uk.

We reserve the right to appoint a person ahead of the closing date, should a candidate be found before the closing date as advertised.

How To Find Us



Cantell School
Violet Road
Southampton
SO16 3GJ

Road restrictions along Violet Road between the hours of 8am-9.30am and 2.15pm and 3.45pm.

Cantell
SCHOOL

CONTACT INFORMATION

recruitment@cantell.co.uk

023 8032 3111

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