

# Teacher Performing Arts (Maternity Cover)





# Welcome Letter

Dear Candidate,

Thank you for your interest in joining our highly motivated, innovative team of around 27 teachers and 43 associate staff from all walks of life. We are a highly collaborative, mutually supportive and dedicated staff team.

Working together to understand the unique, complex learning and additional needs of our 170 students, sharing expertise and embedding best practice are all hard-wired into our weekly schedule with daily briefings as well as regular meetings. There is plenty of support for continuing professional development for those who want to progress their careers and for those who want to become even better at what they do.

We have high expectations for student outcomes, alongside an equally strong commitment to supporting pupils to overcome their individual barriers to learning. All of our students have learning difficulties, and over 40% are autistic or have social communication needs; a similar proportion have speech and language difficulties, while others experience physical challenges or complex health care needs. Staff at The Abbey gain a significant proportion of their job satisfaction from the little 'wins' every week.

Structure and routine are vital, but the curriculum is an ambitious combination of academic and life-skills learning to prepare our students for future education and training, more independent living and better employment prospects so no two days are the same. We embrace the challenges, seeking solutions and improvements and are not afraid to try new things. We share the 'laughs' and celebrate the achievements.

I very much look forward to receiving your application and having the opportunity to meet you beforehand, introduce you to our fantastic students and staff and show you our amazing school. In the meantime, if you have any queries not covered in the application pack, please contact the school office on 01252 725059 or email [enquiries@abbey.surrey.sch.uk](mailto:enquiries@abbey.surrey.sch.uk) and one of the team will get back to you. I would also encourage you to have a look at the school website [www.abbey.surrey.sch.uk](http://www.abbey.surrey.sch.uk) if you would like to find out a bit more (the Year 11 leavers' films in the news area give you a fantastic insight into the Abbey School journey for our students).



David Jackson - Head teacher





# Job Advert

## Teacher – Performing Arts (Maternity Cover, Part Time) Required from September 2026

**Employer:** The Abbey School

**Location:** Farnham, Surrey

**Salary:** COREM1–EXCELM3 (FTE: £34,398 - £52,490) Actual: £20,638.80 - £31,494 plus SEN1 allowance (£2,539 pro rata) Actual: £1,672

**Contract:** Part-time, fixed-term maternity cover for one year

**Working pattern:** 3 days per week – Monday, Wednesday and Thursday

**Start date:** September 2026

**School type:** Secondary Special School (11–16), mixed gender

The Abbey School is seeking an enthusiastic, energetic and committed teacher (primary or secondary trained) with expertise in performing arts to join our team on a one-year maternity cover contract from September 2026. This is a part-time position, working three days per week (Monday, Wednesday and Thursday).

We are looking for a performing arts specialist with strong subject knowledge and practical experience in music, dance and drama. Applicants may have a particular strength or specialism in one area, with the confidence and flexibility to teach across the other disciplines. The performing arts curriculum is well established, delivered through a two-year scheme of learning and taught in a dedicated performing arts studio, providing an excellent environment for creative, practical learning. The successful candidate will be an effective classroom practitioner who can inspire and engage pupils through accessible, high-quality teaching while maintaining high expectations and positive relationships.

Experience of working with children with special educational needs is desirable, though this does not need to have been gained within a special school setting. A flexible, inclusive approach and a strong understanding of individual pupil needs are essential.

The majority of our pupils are working at KS1 and KS2, with a small number studying GCSEs in English and Maths. Pupils also achieve a range of accredited outcomes, including Entry Level Awards and Functional Skills qualifications, reflecting both academic and personal progress.

Working at The Abbey School is highly rewarding. Our pupils continually impress us with their resilience, achievements and positive attitudes to learning. We warmly welcome prospective applicants to visit the school prior to applying, to meet our pupils and staff and see the school in action.



# Job Description

This job description is based on the Teachers' Standards, and requirements in the School Teachers' Pay and Conditions Document.

## Duties and responsibilities

### Teaching

- Plan and deliver high-quality, well-structured lessons in music, dance and drama, taught on a rotational basis, in line with the school's established curriculum and two-year scheme of learning.
- Create engaging, practical and accessible performing arts lessons that support pupils working across a wide range of abilities and needs.
- Assess, monitor, record and report on pupils' progress and achievement in performing arts, making accurate and effective use of assessment to inform planning and next steps.
- Adapt teaching approaches and resources to meet individual learning needs, ensuring all pupils are supported and appropriately challenged.
- Set high expectations in performing arts that inspire, motivate and build pupils' confidence, creativity and self-expression.
- Promote positive progress and outcomes through inclusive, well-paced and creative teaching.
- Demonstrate strong subject knowledge and practical expertise across music, dance and drama, ensuring lessons are purposeful and engaging.
- Maintain up-to-date pupil target cards and learning profiles, reflecting progress in performing arts and personal development.
- Plan, rehearse and oversee school performances and productions, providing pupils with opportunities to showcase their achievements and develop performance skills.
- Teach outside of subject specialism when required, in line with school needs and with appropriate support.
- Attend parents' evenings and contribute to communication with families regarding pupils' progress and achievements in performing arts, as required.

### SEND

- Lead the Annual Review process for pupils in the assigned form group, working in partnership with families and professionals (training given).
- Ensure that EHCP provision is effectively implemented and reflected in day-to-day classroom practice.
- Adapt and differentiate teaching to meet a wide range of SEND, enabling pupils to access learning and make progress.
- Maintain accurate SEND records and keep up to date with SEND legislation and best practice.

### Whole-school organisation, strategy and development

- Undertake the role of form tutor
- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, to support the school's values and vision
- Coordinate a subject curriculum area – Performing Arts



- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and student development to secure coordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach
- Attend meetings, including but not limited to, subject specialist, assessment, year team and Team Around the Child (TAC)

#### Health, safety and discipline

- Promote the safety and wellbeing of students
- Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment

#### Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development to improve own teaching (with a particular focus on SEND)

#### Communication

- Communicate effectively with students, parents and carers
- Keep in regular contact with parents/carers of students in form group (email, phone or home school book)

#### Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

#### Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

#### Management of staff and resources

- Direct and supervise support staff assigned and where appropriate, other teachers
- Where required contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated

#### Other areas of responsibility

- Undertake break duties as and when required

The teacher will be required to safeguard and promote the welfare of children and young people and follow school policies and the WMAT staff code of conduct.



Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

# Person Specification

Qualifications	Essential	Desirable
Has qualified teacher status with a degree qualification	*	
Evidence of further professional study eg. NPQML		*
Experience of working with pupils with SEND		*
Evidence of Continuing Professional Development	*	
Professional Knowledge, Skills and Understanding	Essential	Desirable
A proven record of sustained effective classroom practice, demonstrating effective outcomes	*	
High expectations and shows a passionate commitment to developing the best in young people, with a relentless focus upon ensuring excellent attainment and outcomes	*	
Experience of teaching one or more of the Performing Arts – Music, Dance and Drama	*	
Has a record of successful working with parents as partners in learning	*	
Committed to on-going research into strategies that can be adapted for successful implementation at The Abbey School.		*
Ability to track, monitor and analyse student data to provide intervention to support outcomes	*	
An understanding of phonics		*
Experience of developing ambitious, progressive and well sequenced Schemes of Learning	*	
Effective use of assessment and attainment data to improve departmental standards and practices.	*	
An excellent knowledge of whole school reading strategies		*
Knowledge of implementing a high-quality curriculum that promotes challenge and engagement for students and inspires staff	*	
Safeguarding	Essential	Desirable
The ability to form and maintain appropriate relationships and personal boundaries with students	*	
A commitment to inclusive education	*	

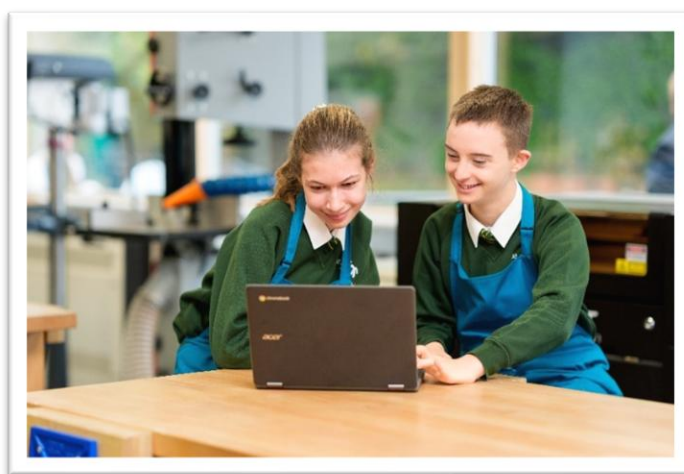


Committed to safeguarding and promoting the welfare of children and young people	*	
<b>Equality of Opportunity</b>	<b>Essential</b>	<b>Desirable</b>
The ability to ensure that there is equality of access to educational attainment and that all aspects of equal opportunities are adhered to	*	
<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Passion for Performing Arts	*	
Inspirational, dedicated and motivated individual	*	
High quality communication skills with the ability to develop positive relationships with all stakeholders	*	
Ability to maintain trust and be highly respected by staff	*	
A sense of humour and a good sense of well-being	*	
High expectations of self and others	*	
A flexible and adaptable approach	*	
Ability to stay calm under pressure	*	
Treats people fairly, equitably and with respect to maintaining positive working relationships	*	
Has resilience and the determination to be successful within this role and ambitious for the School and its students	*	
Ability to provide evidence to show a commitment to professional development	*	
A relentless drive and commitment to getting the best out of all pupils with no child left behind	*	



## The Abbey can offer:

- Amazing students who want to learn
- A consistent approach to behaviour which ensures learning is not disrupted
- An additional 2 days holiday each year with our wellness (long) weekend in November
- Westfield Health Cash Plan
- <https://www.westfieldhealth.com/individual/health-cash-plan>  
This includes reimbursement towards the cost of dental, opticians, physiotherapy and other medical appointments. Your dependants are included at no extra cost to you!
- External leadership/NPQ/middle leader opportunities
- Opportunities to collaborate across a range of mainstream and specialist provision schools within the Weydon MAT
- Outstanding, state-of-the-art facilities across the school
- Extensive CPD opportunities that support professional growth in and out of the classroom, including six early closure days, five INSET days, and well-defined professional learning routes for teachers
- A welcoming and very supportive staff community
- On site car parking





# Expansion Project

The Abbey has very recently undergone a huge £7.8million investment expanding from a 2- to 3-form entry school to support Surrey County Council's SEND Sufficiency Strategy.

As a result The Abbey now has:

- 15 general classrooms, nine of which are newly built
- A newly equipped Food Technology classroom
- A specialist Art room in a new, enhanced space
- A purpose-built Performing Arts Studio
- A newly built Design Technology classroom
- Two specialist Science laboratories, one of which is newly built

In addition, there is:

- A full-size sports hall, supported by two newly built PE storage areas
- A newly built multi-use games area (MUGA)
- A modern, purpose-built staff room
- A newly constructed school office
- A welcoming, fully furnished waiting area for parents, carers and visitors
- A purpose-built conference and meeting room
- Three additional therapy rooms
- Newly built boys' and girls' PE changing rooms
- Five additional office spaces
- Two newly built accessible (disabled) toilets
- A state-of-the-art staff workroom with 12 workstations
- A 'Cubbie' immersive sensory space, designed to support sensory regulation through professionally tailored programmes for students

This is a really exciting time for The Abbey as we expand and flourish in our new buildings with their first-class technology!

Over recent years, as part of the school's expansion project, we have undertaken a comprehensive refurbishment of our IT infrastructure. An investment of over £200,000 has transformed our network and systems. All classrooms are now equipped with state-of-the-art interactive whiteboards, Wi-Fi and an internet-based phone system. Every student has been issued with a school-funded Chromebook, which is embedded into daily teaching and learning. In addition, all IT systems have fully migrated to the cloud.



# How to Apply

Please click on the following link to view our profile and select 'Current Vacancies' and search by role.

Link to vacancy:

<https://recruit.sampeople.co.uk/Jobboard/Trust/weydonmultiacademytrust/00010>

If you have any queries, please contact:

Zoe Mackie,  
Operations Manager  
The Abbey School, Menin Way, Farnham GU9 8DY  
e-mail: [recruitment@abbey.wmat.org.uk](mailto:recruitment@abbey.wmat.org.uk)

The Abbey School reserves the right to interview candidates before the closing date.

**PLEASE NOTE THAT NEITHER COVERING LETTERS OR CVs WILL BE ACCEPTED**

Closing date for applications: Monday 11<sup>th</sup> May 2026  
Interview Date: Monday 18<sup>th</sup> May 2026

**We look forward to receiving your application to join our  
dedicated and passionate team**

The Abbey is committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. Enhanced DBS, Children's Barred List and Right to work in the UK checks are required for this post.

The Abbey School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.



## Aerial view of the Abbey School facilities

