



Candidate
Information Pack
2024

Welcome from the Headteacher

Thank you for your interest in this vacancy and for taking the time to read this pack. The Beacon is a special school for students with Profound, Severe and Complex needs.

The school has approximately 410 pupils on roll between the age of 3-19, who come from a wide catchment area, mainly across the South and East of the County. In April 2021, we opened a new Early Years/Key Stage 1 provision in Walmer, with exciting plans for the development of the satellite to take 248 pupils in future.

Students at The Beacon are committed to their learning, enthusiastic and keen to do well with very supportive parents/carers. Attitudes to learning in lessons and around the school are very good, allowing students to make good and outstanding progress. Although we are a large special school, we pride ourselves on developing positive relationships with all stakeholders and have developed smaller zones with shared resources, heart spaces and identities which allows pupils and staff to develop an ownership and sense of belonging.

We have an engaged staff team who know and support each other well. Professional development of staff is taken seriously and a range of opportunities are offered, both internally and externally, in order to ensure we recruit, retain and develop outstanding staff for the school. We have built a strong coaching and peer support culture and all staff engage in reflective professional dialogues throughout the year through our Achieving Excellence Framework. The wellbeing of students, staff and parents/carers is paramount and the school is very proud of the various forums which contribute to improving the provision.

As part of a cooperative trust of all 26 special schools across the county, we have a strong collaborative network of support and the successful post holder will be

expected to utilise these networks to develop the school's contribution to system leadership across the landscape of SEND in Kent.

The school's most recent Ofsted inspection in February 2019 graded the school as 'Outstanding', building upon the 'Outstanding' judgements achieved by the two previous schools, that merged to form The Beacon in September 2016. However, this school doesn't operate to achieve an Ofsted grading. We have a firm belief that we will continue our quest for collective excellence by supporting our staff and trusting them to be innovative to create exciting educational opportunities whilst developing a culture of high expectations of ourselves and each other.

We are seeking to appoint colleagues who want to join us in driving the school forward in its quest for an outstanding education for all its students.

Ady Young

Headteacher

About the school

The Beacon is a modern, rapidly growing all age special education needs school catering for pupils aged between 3 and 19 years, with Profound Severe and Complex learning needs.

The Folkestone school is a purpose built centre of excellence for learning, with outstanding facilities including hydro pool, hi-tech sensory rooms, soft play areas, state of the art PE hall, specialist subject rooms, sensory garden, grassed amphitheatre, cycle track and life skills house.

We cater for students with profound and severe needs together with children experiencing moderate and complex learning needs arising out of a combination of needs in addition to cognition and learning.

Pupils have one or more additional special needs including speech and language; social, emotional and behaviour difficulties and autistic spectrum disorders in addition to their cognition difficulties.

Class sizes average 10 pupils in the primary department and 12 pupils at secondary level. Classes are supported with teaching assistants.



Benefits for all Staff

In house Café	Generous Pension	Mental Health First Aiders
Free Car Park Parking	Access to free counselling sessions	Thorough induction programme
CPD and progression opportunities	Annual Flu Jab	Wellbeing days
Cycle to work Scheme	Opportunity for staff to gain GCSEs	Provision for staff coaching

How to apply

Applications will only be accepted from candidates completing the appropriate application form on the Kent-Teach website.

Please only enclose a CV if it contains additional, relevant information that is not included on your application form. A CV will not be accepted in place of a completed application form. Please limit any additional material to two single sides of A4 paper, typed in black for photocopying purposes.

We value diversity in our workforce – fair treatment for all is vital to the quality of services to the public. Kent County Council has an [equality policy](#) to ensure that all groups and individuals within the community are given full opportunity to benefit from the services and jobs we provide.

If you have any difficulties uploading your application form please contact Kent-Teach on 03000 410203 or email kent.teach@kent.gov.uk. Please note that applications should not be sent directly to the school.

Application Guidance

Please complete all sections of the application form using the job description and person specification as your guide.

Present and Previous Employment

As part of the school's safer recruitment procedures, we need to see a full employment history. All relevant work experience including part-time work, temporary jobs or voluntary work should be included. Ensure that the information is provided in chronological order with the most recent first and gaps are addressed.

Personal Statement (Reason for Application Section)

Please note that more successful applicants will use this section to: Use the person specification and job description to explain how your own skills, personal qualities and experience are relevant to the post. Provide clear evidence of your relevant skills, personal qualities and experience by describing specific examples—from your past practice and experience when you have demonstrated these attributes.

Suitable References

All offers of employment are subject to receipt of two satisfactory references. References will be requested after shortlisting and before interview; you can request that references are sought only after an offer is made by ticking the appropriate box on the application form.

Your first referee must be your current or most recent employer. If your current role does not involve working with children, and you have worked with children before, then you must provide a reference from your most recent children's workforce employer. Both references provided should be professional references. You should provide details of the referee's professional email address, not a personal email.

Shortlisting and Interview

After the closing date for this post a panel will conduct the shortlisting process. All candidates will be notified of the result of their application after the shortlisting stage.

Whether or not you are selected for interview will be determined solely on the information provided in your application form.

If you apply for this post and are shortlisted, any discrepancies or anomalies in the information you provide, and any relevant issues arising from your references will be taken up at interview.

If you are shortlisted we will write to your referees (unless otherwise stated), and references will be considered at the interview stage. An online search may be carried out as part of our due diligence at this stage.

All candidates who are invited to interview must bring the following original documents, as per their interview confirmation. Please note, copies of teaching certificates or any further professional qualifications will need to be provided at interview stage. In addition, teaching roles are subject to a check against the Teacher Service Register for any teaching prohibition or restriction orders.

All posts are subject to a satisfactory Disclosure and Barring Service Check, satisfactory pre-employment health clearance, receipt of two satisfactory references and verification of your entitlement to work within the UK.

Contact us

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<https://thebeacon.kent.sch.uk/>

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