



Deputy Head

Teacher

Applicant Pack





“Together we engage, thrive and achieve”

Executive Head Teacher: Lori Ann Mackey MA (Ed)

Head of School Primary: Meena Malhi MA (Ed)

Head of School Secondary: Emma Partington BA (Ed)

Primary: Sidcup and Crayford Secondary/Shenstone co Jubilee

office@shenstone-tkat.org

<https://www.shenstone-tkat.org/>



Dear Applicant

Thank you for showing interest in the **Deputy Head Teacher** position at Shenstone School.

We have devised this applicant pack to give you a glimpse of what makes us proud to be part of the Shenstone School community. Please take time to read through the literature provided. In addition, we encourage you to explore the school's website and take a tour, as detailed on the job advert page.

Our website, www.shenstone-tkat.org, contains further information about our vision and values, policies and procedures, health and wellbeing, the Shenstone curriculum offer, School Development Plan, Ofsted report, and video about our fantastic school in general.

The school has an ethos of ***“Together we engage, thrive and achieve”***. This is genuinely embedded into all we do at Shenstone, and it begins with the staff team and the passion, commitment and dedication they offer. Without our fantastic and dedicated staff, we could not provide such a wonderful experience to the exceptional Shenstone children.

If, after reading through the applicant pack, you still feel that Shenstone is the place for you, we welcome you to apply. Please use your application to showcase your experience and how it reflects the role's job description and person specification. We would also like to hear why you have chosen Shenstone School and what you can bring to this exciting role.

We hope that we have inspired you to apply to join the staff at Shenstone School just as much as our pupils inspire us with their achievements every day.

If you require any further information or have any queries, please do not hesitate to contact the school office at 01322 524145 or via e-mail at hr@shenstone-tkat.org.

Yours faithfully

Lori Mackey
Executive Head Teacher



"Together we engage, thrive and achieve."

About Shenstone School

Welcome to Shenstone from Lori Mackey - Executive Head Teacher

Shenstone School is an all-through school for children with severe or complex learning difficulties within the London Borough of Bexley. All pupils who attend Shenstone School have Education and Health Care Plans. We are one of two special schools within The Kemnal Academies Trust (TKAT).

Shenstone School is based across three sites: Sidcup, Crayford, and Thamesmead. For the academic year 2024-2025, we will have a Key Stage 3 group at a temporary site in Thamesmead while we wait for the completion of the new permanent building in Halt Robin Road, Belvedere. We will introduce a new secondary year group every year. By 2029-2030, Shenstone will accommodate children aged 3 -19 across our three school sites.

Every child is an individual, and as such, we diligently work as a school team and with wider multi-agency support teams to ensure that our curriculum delivery recognises this individual support, supporting each child with their life-long learning journey.

Paramount to our ethos is the belief in "support for all", which ensures that engagement with the pupils, their families, and our staff team is at the heart of all we strive to achieve. We work hard to ensure that Shenstone is a safe, happy, welcoming, and truly outstanding place where our pupils will thrive. Our school benefits from impressive facilities across all school sites, enabling us to offer a wide range of opportunities and activities to enhance learning both inside and outside the classroom.

Our pupils are amazing, and their progress is inspiring. Regardless of how big or small their successes are, we are very proud of the children and pleased to contribute to and support their achievements. The values and ethos of "together we engage, thrive, and achieve" are entwined through all that we do at Shenstone School.

"Trees grow and so do we"

**..when asked about why the Shenstone Logo has a tree...
Bryce, Year 7**



Please visit our website (Welcome Page) or click the link below to view a video which showcases our amazing school:

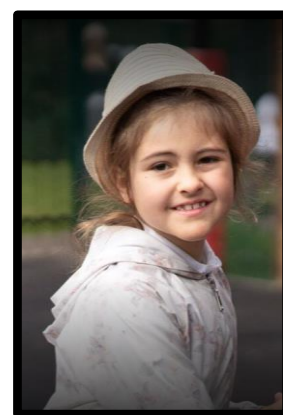
[Shenstone Showcase Video](#)

Staff at Shenstone School can access the following benefits: excellent induction and probation processes, comprehensive in-house training, competitive pension scheme, employee counselling services, vaccination programmes, on-site mental health first aid team and various other well-being and social activities.

We are very proud of Shenstone School and our achievements, which include autism accreditation through the National Autistic Society, The Wellbeing Award for Schools, Outstandingly Happy School status, Move Centre of Excellence Award, National Online Safety Certified School status, and we are also an accredited Arts Award Centre. We continue to expand with new ideas and initiatives to maintain and improve services for students and staff.



Meet some of our Pupils and Staff





About TKAT

Shenstone School is part of the TKAT academy (The Kemnal Academies Trust). TKAT is one of the largest Multi-Academy Trusts in the South and East of England, with 45 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. Our leaders focus on student 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 students 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.

Via our website www.tkat.org, you can read our Welcome Brochure, which gives lots of information about:

- Our journey so far
- Our vision and values
- Our governance
- Our Executive Team
- Our primary strategy
- Our secondary strategy
- How we support our Academies

Working for TKAT:

In return for working for TKAT, as an employee, you will benefit from

- A wide variety of opportunities for professional development, including the potential to develop your career at more than one TKAT academy,
- Opportunities to work flexibly, where possible.
- Our support for your well-being at work, and
- The rewards of working to improve the life chances of our students.

What we do well

The following statements have been obtained from staff via questionnaires or feedback requests.

Shenstone has provided me with so many opportunities for progression.

I have settled in well and look forward to coming in every day to work with the amazing team and children at Shenstone.

The induction I received was thorough & the staff on site have all supported me with my ongoing learning within the job.

Shenstone is one big team

I felt like I achieved so much.

It is a rewarding job with beautiful friendly staff and children.

I most enjoy working alongside amazing children and being part of a team.

I loved working at Shenstone, the staff were friendly and the children were lovely.

I like working at Shenstone, the SLT and all the staff are lovely.



Job Advert

Post Title:	Deputy Head Teacher
Post Location:	<p>As Deputy Head Teacher at an all-through school, you will need to be prepared to work across all three of our sites, however, this position will be primarily for the secondary provision supporting the EHT and HofS (Secondary).</p> <p>Primary School: We have two Primary sites based in Crayford and Sidcup.</p> <p>Secondary School: We are currently based in Thamesmead and will be based in Belvedere, where the new building is due to be completed for September 2025.</p>
Contract Type:	Permanent
Hours/Weeks:	Full-time/52 weeks per year
Grade:	L10 – L16 (Dependent on qualifications and experience – this will be discussed if a job offer is made).
Salary:	£67,128 - £77,235
Post Start Date:	1 st June 2025 or 1 st September 2025 (Depending on the successful candidate)
Tour	Please e-mail hr@shenstone-tkat.org with your availability and we will arrange a convenient time for you to come into school for a tour and to meet our amazing pupils.
Closing Date:	Midnight 24 th February 2025
Interview Date:	10th March 2025

About the Role

We are looking to recruit a Deputy Head Teacher at this very exciting time for Shenstone School as we approach the opening of our new Secondary provision. The successful candidate will need to be enthusiastic, dynamic and have relevant experience at the appropriate Senior Leadership level. Previous experience within a special school setting is essential.

Professional Qualifications required:

- Qualified teacher with QTS
- Experience of senior leadership in a school (NPQSL/NPQH)
- Evidence of relevant CPD
- Experience in a special school setting is essential.

The successful candidate will work alongside the Senior Leadership Team, Governing Board, TKAT Trust and committed staff team to support the shared vision and strategic plan, which serves to inspire and motivate pupils and all other members of the school community. You will support our staff to ensure that every child achieves their full potential through the provision of quality teaching and learning in our specialist school setting.



Shenstone Secondary Build is underway - Ready for Sept 2025





Photographs taken December 2024



JOB DESCRIPTION - DEPUTY HEAD TEACHER

Accountable To	Executive Head Teacher, Head of School, and the local governing body of the School.
Scale	L10-L16
Contract/Duration	Permanent
Appointment From	September 2025
Job Purpose	The deputy head teacher will be responsible for supporting the leadership, organisation, and management of the school while working in partnership with key stakeholders. To help carry on the values and vision of Shenstone School as we are now an all-through school through from primary to secondary. The deputy head teacher will work with the HoS in implementing qualification and accreditation programmes of study for SEND learners, including networking to enable all pupils to experience a range of settings and personalised preparation for adulthood.
Key Areas	Roles/Responsibility
Responsibilities <i>Carry out all duties and responsibilities in accordance with School policies and procedures and statutory requirements.</i>	<ul style="list-style-type: none"> • Shaping the future: work with the Executive Head Teacher, Head of School, SLT team and governing body, TKAT as the MAT and staff to develop the shared vision and strategic plan, which should serve to inspire and motivate pupils and all other members of the school community • Leading teaching and learning: create an environment which enables each child to achieve their full potential through the provision of quality teaching and learning. • Knowledge and expertise in both SEND and Secondary school curriculum delivery are essential. • Supporting the ongoing development of the secondary curriculum as we grow KS3/4/5 with a secure understanding of qualifications and accreditation programmes of study for our SLD learners • Managing the organisation: support the operational day to day running of the school • Maximise the potential of each and every child by cultivating an efficient, effective and safe learning environment. • Strengthening community ties: to engage with the wider community, to develop and create opportunities for the School. • Planning and policy: to work alongside the Executive Headteacher and wider SLT team on developing the vision, values and priorities of the school development; to implement and evaluate the school policies, practices and procedures. • Strategic: support the leading and management of teaching and learning in addition to other key areas of responsibility (ie. behaviour) whilst promoting the safety and wellbeing of pupils and staff. Manage staff, including appointments and resources. Lead the Performance Management of some teachers and support staff. • Advisory: maintain a good knowledge and understanding of educational developments and advise the staff team of changes as well as the governing body, as appropriate.
Core competencies	<ul style="list-style-type: none"> • Clarity of purpose: understand the school's ethos and use that understanding to support the development of a clear vision for improvement. • Developing others and teamwork: supporting and driving a learning environment that strengthens staff's skills, knowledge and continuing professional development opportunities. • Influencing others: build effective relationships with pupils, colleagues, parents and governors so that all stakeholders work collaboratively to achieve the shared vision for the school.
Review of job description	<ul style="list-style-type: none"> • This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post, and the post holder may be required to undertake additional duties by the Executive Head Teacher, governing body and TKAT. It may be subject to modification and amendment at any time after consultation with the post holder.

PERSON SPECIFICATION - DEPUTY HEAD TEACHER

	Essential	Desirable
Professional qualifications	<ul style="list-style-type: none"> Is a qualified teacher with qualified teacher status Experience of middle leadership in a school Evidence of relevant CPD Experience in a Special School setting 	<ul style="list-style-type: none"> NPQSL/ NPQH Experience in leadership.
Shaping the future	<ul style="list-style-type: none"> Possesses leadership and management skills and the personal qualities to build strong relationships with all stakeholders Inspires confidence and trust, is approachable, shows integrity and care for others <p>Can demonstrate experience of:</p> <ul style="list-style-type: none"> Thinking strategically Leading and bringing about effective School improvement Implementing and managing change Secure understanding of a secondary curriculum model with SEND schools 	
Leading teaching and learning	<ul style="list-style-type: none"> Committed to achieving aspirational goals and targets Celebrates the successes of pupils and staff regularly, both as individuals and as teams <p>Can demonstrate experience of:</p> <ul style="list-style-type: none"> Focusing on pupil's achievement using data and benchmarking to monitor progress for every child Monitoring, evaluating and improving teaching and learning Experience in teaching and learning strategies appropriate for special school setting Experience in implementing qualification and accreditation programmes of study for SEND learners with a focus on PfA. 	<ul style="list-style-type: none"> Experience in teaching and learning strategies appropriate for the SEND setting Ability and flexibility to offer teaching across other subjects and to contribute to whole school off timetable days delivering/leading accreditation modules for SEND learners Experience of establishing an accreditation centre with understanding and adherence procedures.
Leadership	<ul style="list-style-type: none"> Can act as a role model and mentor to support the development of the most effective teaching and learning strategies Empowers others and creates leadership opportunities Can communicate well and explain ideas clearly Has knowledge and experience of whole school quality assurance processes and systems Experience of leading teams within a school setting including planning and delivering bespoke CPD and monitoring performance management of the team Demonstrates the understanding and importance of following policy and procedures effectively and independently including when dealing with complaints and managing probation and support plans when needed 	<ul style="list-style-type: none"> Staff development and appraisal, including effective coaching Experience of working with student progress data Previous experience of safeguarding such as DSL or DDSL Previous experience in the development of whole-school assessment and feedback procedures

Strengthening the community	<ul style="list-style-type: none"> • Able to articulate the core values of the school within the community • Able to set up an appropriate work/life balance and model it to staff • Experience working with external agencies to support student safety and wellbeing. • Can demonstrate experience in working effectively with parents. • Building effective relationships with the community and other schools. 	<ul style="list-style-type: none"> • Experience of special school wider community outreach.
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Safeguarding and Offers of Employment

The school is committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including:

- An enhanced DBS check and barring service check,
- Verification of your entitlement to work in the UK,
- Verification of relevant qualifications,
- Receipt of 2 satisfactory references
- Satisfactory pre-employment health clearance.
- We will also undertake an online search as part of our diligence.

Equal Opportunities

We are committed to equality of opportunity. We welcome applications from all suitable candidates, regardless of any protected characteristic for example race, gender, sexual orientation, disability or age. All applications are treated on merit. This includes applications from individuals wishing to work full time, part-time or on a flexible basis.



To apply for this vacancy, please download and fully complete the TKAT application form.
Once completed please return to hr@shenstone-tkat.org

Please be advised that references will be taken for all shortlisted candidates prior to interview and in accordance with the terms stated on the application form.

Only those shortlisted for interview will be contacted.