



**ALKERDEN**  
CHURCH OF ENGLAND ACADEMY

Working at Alkerden Church of England Academy

# Join our Team



**For appointment of:**  
**Teacher of Art and Design & Technology**



Diocese of  
**Rochester**



PROUD TO BE  
**Aletheia**  
Academies Trust





# Welcome

Thank you for considering the opportunity to join Alkerden C of E Academy. We are thrilled to share details about our school, Aletheia Academies Trust, and the unique and rewarding opportunity this role offers.

At Alkerden, our motto, *'Each day provides opportunity for positive change'*, reflects the essence of who we are - an inclusive, hope-filled community grounded in our Christian ethos and welcoming to people of all faiths and none. For us, the school is more than just a place of learning; it's a cornerstone of our community, a hub of opportunity, and a catalyst for transformation.

We envision a school where the lives of young people, staff, and the wider community are enriched through shared values of inclusion, hope, and the celebration of individuality. Here, we honour the uniqueness of every individual while embracing the universal truths that unite us all.

Our commitment is to create a safe, nurturing, and vibrant environment where every pupil feels seen, valued, and inspired to achieve their very best. We believe in the boundless potential of every child and have crafted a curriculum designed to help them grow into expert learners and exceptional individuals.

At Alkerden C of E Academy, you will be part of a distinctive education campus dedicated to innovation and excellence, where the personal and academic growth of every child is at the centre of all we do. We are committed to working with all staff to develop potential and support personal, professional and career growth.

We look forward to welcoming educators who share our vision of fostering opportunity, celebrating diversity and building a brighter future for all.

## CEO

**Steve Carey**

## Co-Head of School

**Sarah Prest**

## Co-Head of School

**Laura Carey**



**Each Day Provides Opportunity for Positive Change**

# Alkerden Church of England Academy



Alkerden C of E Academy is currently being built within the Ebbsfleet Garden City development between Dartford and Gravesend. The school will open to 150 Year 7 students in 2025 in bespoke temporary buildings based on the permanent site. When fully opened in 2026, the academy will occupy an 11.1-hectare site, making it one of the largest educational facilities ever built in Kent and the central hub of this new community. The site will accommodate a nursery, a two-form entry primary phase, an eight-form entry secondary phase, a sixth-form campus, and an all-through Specialist Resource Provision (SRP). Alkerden C of E Academy will include exceptional facilities, such as 4G football pitches, an athletics track, music studios, advanced design and technology environments, industry-inspired science labs and commercial sports and social spaces. Being an Alkerden student not only allows learners to access state-of-the-art facilities but also to be part of the wider Aletheia family.

Alkerden C of E Academy has a unique place in the educational landscape, having been designated as an all-through learning campus. This designation offers a great advantage allowing a shared philosophy and ethos which ensures that there is greater consistency around expectations, pedagogy and the cultural ethos of the school throughout the student experience. It also means that staff are fully experienced in working with children of all ages, which eliminates many of the traditional challenges faced at point of transition. Having all ages on site enables older pupils to act as mentors for younger children and primary age pupils benefit from having specialist teaching (science, arts, PE and languages) and sharing sports facilities that stand-alone primaries cannot offer.

Alkerden C of E Academy is committed to the principle of inclusion. Our mission is to provide a broad and balanced curriculum, meeting all statutory requirements, and enshrining our vision of opportunity and achievement within a positive and welcoming learning environment. Through our innovative curriculum and our desire to enable the best teachers, working with the best learners, we will inspire in our pupils a love of learning that will stay with them long after they reach the school leaving age.

We believe in encouraging each pupil to have high self-esteem and to realise that, by believing in themselves and through hard work, they can reach their true potential. As the academy grows so will the extended Alkerden curriculum providing multiple opportunities for self-growth. Each subject area has developed a curriculum journey which spans the time that children enter the school in reception to the moment they leave at the end of year 13. The curriculum is inclusive and supports our pupils to develop and flourish through our belief that every child can excel through exposure to the best of what has been thought and said. Staff are trained in innovative and collaborative pedagogical approaches to provide the greatest support for learning. Pupils are assessed to check that they know and remember key knowledge and the extent to which they can reason with and use this knowledge to excel in each subject area.



**As a comprehensive school  
our curriculum rightly  
provides the opportunity  
for all to succeed.**

# Staff Benefits



**We value every one of our employees and want to give back as much as possible.  
To show our appreciation, we offer a range of perks and benefits as outlined below:**



Trust-wide commitment to your ongoing Continuous Professional Development (CPD) including secondment opportunities.



Unlimited access for you and your family to 24/7 GP telephone consultations.



Enhanced annual leave allowance with term-time offerings.



Access to a wide array of discounts including Motorfinity, Kent Rewards and Blue Light Card.



Access to mental health and wellbeing support including counselling, mindfulness and physiotherapy sessions.



Access to Local Government and Teachers' Pensions Schemes.



Free eye test, examinations and eye care vouchers.

**For a full range of what Aletheia Academies Trust offer, please scan:**





# Job Description

|              |   |
|--------------|---|
| Job Title    | Teacher of Art and Design & Technology                    |
| Location     | Alkerden Village, Ebbsfleet Garden City                   |
| Duration     | Permanent   |
| Work Hours   | Full-time / Part-time. <i>Flexible working considered</i> |
| Reporting to | Heads of School   |
| Salary       | Teachers' Main Pay Scale / Upper Pay Scale Teachers'      |
| Pension      | Pension Scheme  |



## The Role

**Are you ready to inspire, and shape the future of a new school at the heart of a vibrant community?**

We warmly welcome applications from all career stages whether Early Career Teachers and experienced educators – primarily we are seeking enthusiastic and adaptable educators eager to make a positive impact.

We are seeking the right people to grow Alkerden C of E Academy, which will start with just 150 Year 7 students in its opening year and scale to approximately 2,000 students from nursery, through Reception to Year 13 when full. As a founding member of our teaching team, you will play a pivotal role in shaping the culture, curriculum, impact and future of our school.

This role offers a rare and exciting opportunity to set the tone and vision for a school that will be a beacon of excellence, inclusion, and innovation in the region. As one of the founding team, you will spearhead the development and delivery of a unique, ambitious curriculum journey, guiding learners from their early years through to young adulthood.

Our curriculum enforces a holistic approach to learning, aiming to expose all learners to the best of what has been thought, said, and achieved, while encouraging them to excel in their unique talents and strengths as they develop as truly life-long learners.

You will have the opportunity to innovate, work alongside a team of passionate educators trained in collaborative, cutting-edge and evidence-based pedagogical approaches, and foster a culture where every child feels valued, challenged, and supported. If you are an inspiring educator with the ambition and determination to shape the educational experience of young people, we would love to hear from you. Join us in building an inclusive, forward-thinking all-through school that will serve as a cornerstone of the community for generations to come.

# Key Responsibilities



Depending on the level of your role, your responsibilities will vary, but all our teachers will:

- ♥ **Deliver lessons which support metacognition:** Teach learners how to understand their own learning processes, including techniques like goal setting, self-assessment, and reflection.
- ♥ **Facilitate active learning:** Use dialogic teaching and co-operative learning strategies to enable group discussion, problem-solving and peer teaching, encouraging learners to take ownership of their learning.
- ♥ **Teach adaptively:** Adapt teaching to align with diverse learning needs and preferences, helping each student discover what works best for them.
- ♥ **Promote critical thinking:** Develop activities that challenge learners to analyse and evaluate information effectively.
- ♥ **Model effective study habits:** Demonstrate organisational tools such as time management, note-taking, and prioritisation to prepare learners for independent learning.
- ♥ **Encourage growth mindset development:** Inspire high expectations and resilience by fostering an environment where mistakes are viewed as valuable learning opportunities.
- ♥ **Use assessment to tailor feedback:** Regularly assess student progress through formative assessment and provide targeted feedback to refine their learning strategies.
- ♥ **Collaborate with stakeholders:** Work closely with families, colleagues and the wider community to create a supportive network that reinforces learning outside the classroom and the wider impact we can have.
- ♥ **Stay current in educational research:** Engage in professional development to incorporate the latest evidence-based learning strategies into your teaching practice.



# Person Specification



## We are seeking someone who is ready to:

- ♥ **Teach their specialism:** Deliver engaging lessons in your area of expertise to inspire and challenge students.
- ♥ **Provide cross-disciplinary support:** Be adaptable and willing to teach additional subjects as needed, contributing to the wider curriculum (*this is particularly relevant in the first three years*).
- ♥ **Collaborate and innovate:** Work closely with the leadership team and other staff to develop an inspiring curriculum and contribute to the school's ethos.
- ♥ **Live the all-through vision:** Be prepared to inspire learners across all stages, appreciating their journey and embracing the role of an all-through educator committed to holistic development.
- ♥ **Form assessment-driven decisions:** Competence in analysing student performance data and formative assessment to refine teaching strategies and provide actionable feedback.
- ♥ **Build excellent relationships with learners:** To support behaviour and maintain a safe, positive, focused environment for learning.
- ♥ **Embrace the challenge of establishing a new school:** Willing to participate in extracurricular activities, school events, and wider community engagement.

## We are seeking individuals with:

- ♥ **A passion for education and pedagogy:** Loves teaching and is excited about shaping young minds, using the latest evidence-based strategies and research to inspire learners.
- ♥ **Curiosity and open-mindedness:** Embraces new ideas and approaches, with a love for exploration and lifelong learning and an appreciation of the all-through vision and journey.
- ♥ **Adaptability and flexibility:** Responds to unexpected challenges and changes with a calm, solutions-focused mindset.
- ♥ **Strong communication skills:** Clear and empathetic interaction with learners, families, and colleagues to create a supportive learning environment.
- ♥ **Resilience:** Maintains focus and determination when faced with setbacks or demanding situations in the classroom.
- ♥ **Creativity and innovation:** Develops imaginative ways to engage learners and make learning techniques accessible and enjoyable.
- ♥ **Self-reflection:** Regularly evaluates personal performance and seeks opportunities for growth and improvement.
- ♥ **Positivity and encouragement:** Creates an uplifting atmosphere that celebrates effort, progress, achievement and impact.

## Qualifications and Experience

- ♥ Qualified Teacher Status.
- ♥ Experience in student-centred learning and proven ability as an excellent classroom teacher.
- ♥ Evidence of continuous professional development.
- ♥ Experience in using evidence-based pedagogy to improve outcomes for all.
- ♥ Experience of building and maintaining effective relationships with families and other stakeholders.



# How to Apply



If you are interested in this position and would like to have a more detailed conversation or arrange a meeting before making the decision to apply for the post, please contact:

Jo Barker-Platt, Director of People & Culture

[barker-plattj@aletheiatrue.org.uk](mailto:barker-plattj@aletheiatrue.org.uk)

01474 531 495

To apply for this role, please visit MyNewTerm:

[Apply Now](#)

## Closing Date:

Wednesday 5<sup>th</sup> February  
Midday

## Interview Date(s):

Tuesday 25<sup>th</sup> February (Science)

Wednesday 26<sup>th</sup> February (English)

Thursday 27<sup>th</sup> February (Humanities)

Monday 3<sup>rd</sup> March (Maths)



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy](#).





## Contact Us

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*(from September 2025)*

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