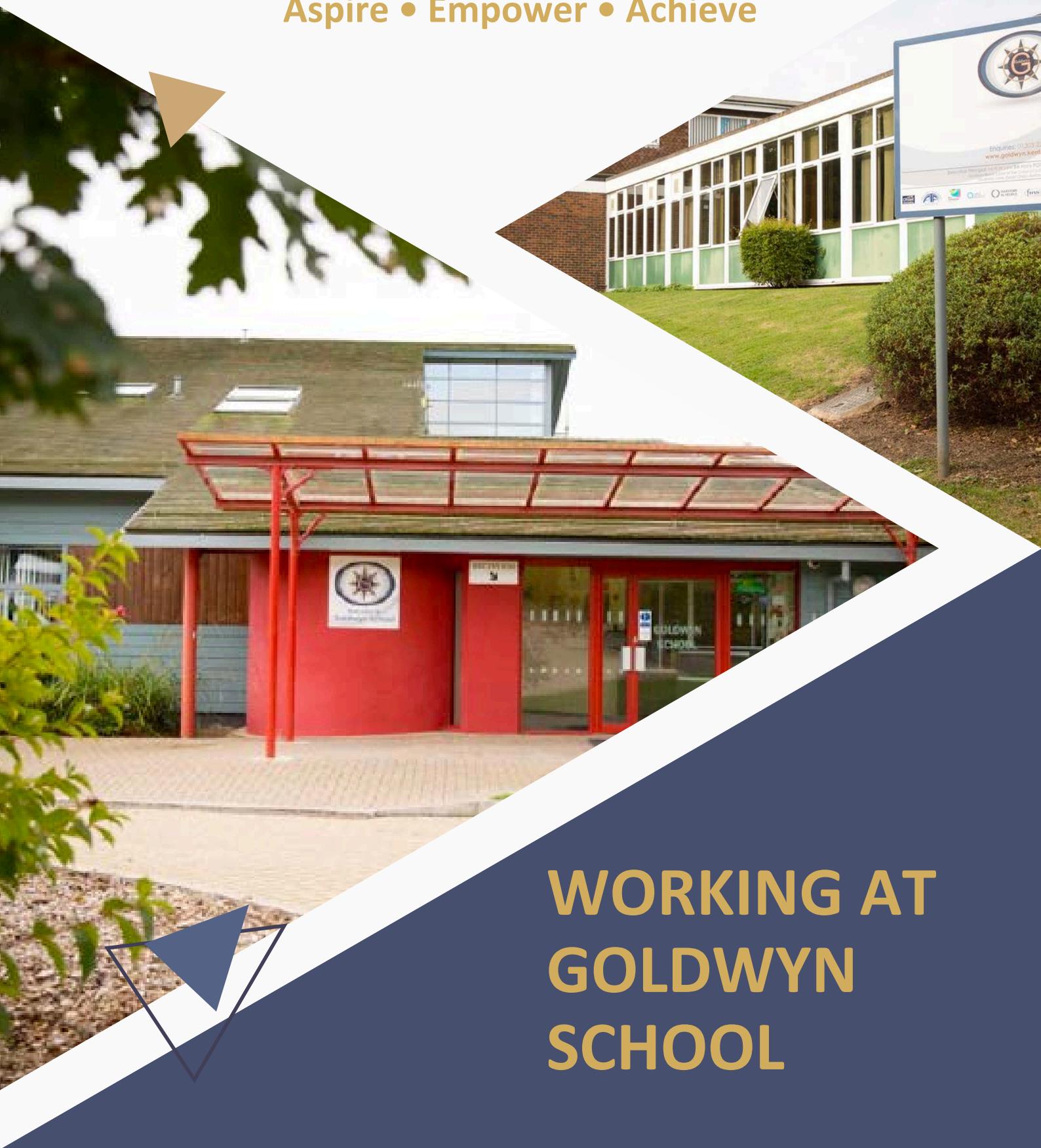




Goldwyn School

Aspire • Empower • Achieve



**WORKING AT
GOLDWYN
SCHOOL**



WELCOME

Thank you for your interest in joining Goldwyn School. We are delighted that you are considering becoming part of our vibrant, inclusive, and forward-thinking community.

Goldwyn is a place where relationships come first, where every individual is valued, and where we work together to create meaningful, lasting change in the lives of young people. Our ethos- Aspire, Empower, Achieve- shapes everything we do, ensuring that students and staff alike are supported to reach their full potential.

As a school with a strong reputation for excellence in SEMH and inclusive education, we pride ourselves on our creative practice, our collaborative approach, and our unwavering belief that there is no significant learning without a significant relationship. Every member of our team plays a vital role in creating a safe, nurturing, and ambitious environment where students can grow in confidence, resilience, and self-belief.

Whether you are new to the specialist education sector or bringing considerable experience with you, Goldwyn is a place where your contribution will be recognised, your wellbeing prioritised, and your professional development supported. We offer a culture of teamwork, reflection, and continuous improvement- one where innovation is encouraged and success is shared.

We hope this information pack gives you a sense of who we are, what we value, and why Goldwyn is such a special community to be part of. We look forward to learning more about you and hope that you will be inspired to join us on our journey.



PRINCIPAL'S MESSAGE

Kerry Greene

I am delighted and honoured to be the Principal of Goldwyn.

From experience, I know that a successful and happy school depends on staff, students, and parents and carers joining together and supporting each other.

Goldwyn has a history of championing SEND students, and of outstanding, pioneering practice recognised at both local and national level. With the support of our staff and families, I aim to continue this legacy, leading during an exciting time of change and development that mark a new chapter for the school as a whole.

Our school community vision is Aspire • Empower • Achieve

We **ASPIRE** for our students to be the best they can be by providing a 'whole child education' where their talents are nurtured and they are provided with opportunities to flourish. We aspire for them when they see barriers and cannot aspire for themselves. We aspire for our staff to be the best they can be, investing in their well-being, professional development and access to external networks.

We **EMPOWER** each other as a community, recognising and praising excellence and progress in each other. We empower each other to build resilience and overcome barriers. By taking a 'Growth Mindset approach' we empower ourselves in a continuous journey of learning.

We **ACHIEVE** self-development, qualifications and instilling self-confidence to achieve our ambitions, for students moving onto higher education or their chosen career path.

I passionately believe in child-centric approaches, and that Inclusion is part of our very core. We continue to build on the inclusive drive that Goldwyn has been at the forefront of, utilising research-led and proven initiatives in our practice, alongside developing innovative opportunities for all our students, both within the special educational and mainstream sectors, as well as in the community.

I have extremely high expectations for the students we serve, and for all that Goldwyn represents, and any leader must be the custodian of preserving that culture and nurturing it to new heights.





ABOUT GOLDWYN SCHOOL

Goldwyn School is a Kent Maintained Foundation Special School for students with Social, Emotional and Mental Health (SEMH) needs, proudly rated Outstanding by Ofsted. We operate across five unique sites in Ashford and Folkestone, each offering a tailored educational pathway to meet the diverse and complex needs of our students.

We are an aspirational and inspirational school, committed to nurturing the potential of every young person. Our inclusive ethos is underpinned by research-led, trauma-informed, and nurturing practices, ensuring that every student feels safe, supported, and empowered to succeed.

Our Sites:

Each of our five sites offers a tailored educational pathway, ensuring that every student receives the support and opportunities they need to thrive:

- Goldwyn Ashford- Great Chart, Ashford (TN23 3BT)
- Goldwyn Folkestone- Parkfield Road, Folkestone (CT19 5BY)
- Goldwyn Vocational Centre- Leacon Road, Ashford (TN23 4FB)
- Goldwyn Plus- Beaver Lane, Ashford (TN23 5NX)
- Goldwyn Nurture Hub – School Road, Hothfield, Ashford (TN26 1HA)

ABOUT REACH



Reach



We have defined Goldwyn's core values in a series of statements below. These will remain our constant anchor for the years ahead and at the core of everything we do.

We promote a school community where every member of our community demonstrates:

Resilience- Overcoming barriers with creativity and independence

Empathy- Caring for ourselves and others, fostering respect and belonging

Aiming- Striving to reach our full potential

Commitment- Dedicated to success, growth, and opportunity

Heart- Passionate about making a difference, championing equality and inclusion

EMPLOYEE BENEFITS



At Goldwyn School, we are committed to supporting, developing, and rewarding every member of our team. Our employee benefits package has been designed to enhance wellbeing, promote professional growth, and provide financial stability - ensuring you feel valued and supported throughout your career.

**ASPIRE
EMPOWER
ACHEIVE**

Financial Benefits

- Competitive salaries aligned with schools across Kent.
- Access to Teachers Pension Scheme and Local Government Pension Scheme with generous employer contributions .
- Generous sickness absence benefits should you become unwell
- Free staff lunch
- Cycle to Work scheme for cost-effective and healthy commuting.
- Access to a range of benefits and discounts through Kent Rewards.





Wellbeing

- We recognise the importance of rest, so we offer a two-week October half term break
- Occasional early finish for wellbeing themed activities.
- Enhanced PPA

Staff Care Services - total wellbeing solution for employees

- Supports mental, physical, financial and social wellbeing
- Includes access to a confidential Employee Access Programme (EAP)
- 24/7 access to professional advisers and counsellors by live chat, phone, video call, face to face.
- Support through the EAP includes access to financial advice

Professional Development

- Apprenticeships – opportunities to study for a range of qualifications from Level 3 Teaching Assistant to Level 7 Senior Leader courses through the Government apprenticeship scheme
- Collaboration and opportunities to network and share ideas with other site staff.
- Teacher training opportunities for support staff
- Leadership development programmes for aspiring, middle, and senior leaders.
- Executive external coaching for senior leaders.



APPLICATION GUIDANCE



Submitting Your Application

Applications will only be accepted via the official application form on the Kent Teach website. This form provides the essential information that will be used during shortlisting, so it is important that you complete it fully and accurately. All details relevant to your application must be included on the form itself.

Shortlisting and Interview Invitations

Candidates selected for interview will be contacted by email. We recommend checking your junk or spam folders during the week following the advert's closing date to ensure you do not miss any communication.

CVs and Covering Letters

To ensure consistency and fairness throughout the selection process, CVs will not be considered. You may submit a brief covering letter; however, it will not form part of the shortlisting process and should not contain information intended to supplement your application.

Completing the Application Form

Please complete all sections of the application form with reference to the job description and person specification. The person specification outlines the essential skills, qualities, and knowledge required for the role, and it will be used as the basis for shortlisting. You should refer to this carefully when completing your personal statement.

Our Commitment to Equality

Goldwyn School is committed to valuing diversity within its workforce. Fair treatment for all is fundamental to delivering high-quality services to the community. Our equality policy ensures that every individual and group has equal access to the opportunities we offer.

Past and Previous Employment

As part of our safer recruitment procedures, a complete employment history is required. This should include all relevant experience, such as part-time roles, temporary positions and voluntary work. Please provide brief explanations for any gaps in employment. All employment history should be presented in reverse chronological order, with your most recent position first.

Continuing Professional Development

Please outline the key elements of your professional development over the past three years, highlighting any training, qualifications or learning experiences that demonstrate your commitment to ongoing growth.

Personal Statement (Reason for Application)

Successful applicants typically use this section to:

- Demonstrate how their skills, personal qualities and experience match the criteria outlined in the person specification and job description.
- Provide clear, specific examples from previous roles or experiences that show how they have met these criteria.
- Explicitly link each example to the relevant areas of the person specification to support the shortlisting process.
- Convey their personal vision, values and motivation for working in the context of Goldwyn School.



GUIDANCE ON PROVIDING SUITABLE REFEREES

To ensure we meet safer recruitment expectations, applicants are required to provide professional referees who can comment on their suitability for working in a school setting. The information below explains who should be listed and what will be requested.

When References Will Be Taken

Goldwyn School normally seeks references after shortlisting and before interviews take place. If you prefer that referees are contacted only once an offer has been made, please indicate this clearly on your application form.

Who You Should Nominate

Please follow the guidance below when selecting your referees:

- Your first referee must be your current or most recent employer.
- For school-based roles, a reference will always be requested from your Headteacher.
- If your current/most recent post does not involve working with children but you have previously done so, you must include your most recent children's workforce employer.
- Both referees should be professional contacts, such as managers or tutors. Colleagues, peers or friends are not acceptable unless you have very limited employment history.
- Where possible, referees should hold a senior role and be able to comment in detail on your performance and suitability.
- Please provide professional work email addresses. Personal email accounts can only be accepted in exceptional circumstances.

References must come directly from the referee. Open testimonials or references addressed "To whom it may concern" cannot be used. Referees will receive a copy of the job description and person specification to support them in completing the reference.

Information That Must Be Confirmed

Our standard school reference form will be used. As a minimum, all references must verify:

- the role you held
- your employment start and end dates
- whether you have been subject to any disciplinary or capability action in the last two years, including the outcome
- any safeguarding-related concerns, investigations or findings
- whether the referee has any reservations regarding your suitability to work with children, and the reasons for this



SHORTLISTING AND INTERVIEW

Once the vacancy closes, the recruitment panel will review all applications and agree the shortlist. Only candidates selected for interview will be contacted.

If you have not heard from us within 2 weeks of the closing date, please assume your application has not been successful on this occasion.

Shortlisting decisions are based solely on the information provided in your application form. Any gaps in employment, inconsistencies, or issues arising from your application or references may be explored during the interview.

For shortlisted candidates, we will contact referees (unless you have indicated on your application that references should only be taken up after a conditional offer). As part of our safer recruitment process, an online search will also be undertaken.

DBS, Documents and Certificates

Goldwyn School is committed to safeguarding and promoting the welfare of children and young people. Interviews will explore your motivation for working with children, your experience, and your understanding of professional boundaries.

Safer recruitment checks apply to all roles at Goldwyn School. This may include a check against the Teacher Services Register to identify any prohibitions, sanctions, or restrictions relevant to work in schools.

We are also required to confirm that prospective employees have the right to work in the UK and meet the qualification requirements for the post.

It is helpful, though not essential, for shortlisted candidates to bring the following documents to interview:

- Proof of right to work in the UK (such as a passport, birth certificate, visa or work permit).
- Proof of address for DBS verification (e.g. bank statement, council tax or utility bill).
- Original qualification certificates.

If you are unable to bring these documents to the interview, they can be provided later in the process before any employment offer is confirmed.

All appointments are subject to an enhanced DBS check, two satisfactory references, verification of your right to work in the UK, and a pre-employment health assessment.

ABOUT OFSTED



"There is a strong culture of 'anything is possible', and pupils' personal development is at the heart of all that the school does."

"Pupils feel that their life chances are greatly improved as a result of their time at this school."

"Outstanding"

"Highly skilled staff care deeply about pupils' wellbeing and have an in-depth understanding of how to help them achieve their full potential."

"Staff enable pupils to realise that success is available for everyone"

Contact Us

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