

PSHE/Careers Teacher (Possible Head of Pastoral for right candidate) at Estuary Academy

Salary: MPS/UQT

Hours/Term Time/Full Time: Full Time

Location: Gillingham

Start Date: September 2026

Estuary Academy North (Gravesend) are looking to recruit a PSHE / Careers Teacher. Above all we are looking for highly skilled but also flexible teaching staff who can work collaboratively.

This role will suit experienced SEN practitioners, primary teachers or secondary subject specialists.

All successful candidates will have ambitious expectations for all pupils and a desire to drive high standards and educational outcomes. All successful candidates will also have a willingness to take on new skills and approaches to meet pupils educational and emotional needs.

Who we are looking for:

Qualified teachers with experience in SEN and secondary education be that within special or mainstream.

- Candidates with the subject knowledge and classroom practice to teach across both Key Stage 3 and Key Stage 4
- A commitment to motivating learners while challenging and supporting them to achieve their potential.
- Candidates who are child-centred, organised, resourceful and proactive.
- Candidates with a desire to continually improve own teaching and classroom practice.

This is a full-time, permanent position on teachers' pay scale open to MPS/UPS + SEN allowance. Possibility of a TLR for the Head of Pastoral Role for the right candidate.

Are you looking for an exciting new challenge in 2026?

Are you passionate about working with children and young people with SEN needs including SEMH whilst transforming lives, through real opportunities to engage in education and personal development opportunities.

The Trust/Estuary Academy North can offer you:

- An organisation with a clear moral purpose to change young people's lives.
- A commitment to support you, in developing new skills through a wide range of professional development opportunities and experiences.
- The opportunity to work with a dedicated passionate team of professionals.
- Access to our 24/7 employee assistance scheme.
- Term-time hours and flexible working.
- Additional paid week leave in October for wellbeing purposes.
- Five Year Service award for Support Staff.
- Teachers' Pension Scheme or Local Government Pension Scheme.
- Eye care reimbursement.
- Eligibility to discount schemes such as Blue Light.

Applications must be received no later than the closing date on the advert. Applications received after this date will not be considered. To help manage applications efficiently, we reserve the right to close this vacancy early if we receive a strong response therefore, we encourage you to apply as soon as possible. We may also interview shortlisted candidates before the official closing date.

Further information about Alternative Learning Trust/Estuary Academy North can be found on our website.

Closing date: 8th May 2026

Interview date: Week commencing 11th May 2026

Safeguarding Statement

Alternative Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

This post is exempt from the Rehabilitation of Offenders Act 1974. Shortlisted candidates will be asked to complete a Declaration of Offences form to confirm their criminal record or other information that may make them unsuitable to work with children. *It is an offence for an individual with certain criminal convictions to attempt to engage in regulated activity (working with children).*

This appointment is subject to pre-employment checks including an enhanced DBS check, teaching prohibited checks (if applicable), Section 128 check (if applicable), ID and right to work check, medical screening and confirmation of qualifications and references. We will conduct online searches on shortlisted candidates for information that is publicly available.

Copies of Estuary Academy North's Safeguarding and Child Protection Policy can be found on the Estuary Academy North website.

If you have any further questions, please contact Katie Murray (HR Officer) kmurray@estuaryacademy.co.uk