

**Candidate Pack**

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Dear Applicant

Firstly, I would like to thank you for the interest you have shown in working at Danecourt School.

Danecourt is an ambitious school for children aged 4-11 years with severe and complex needs. All the children attending Danecourt have an Education, Health and Care Plan (EHCP). Danecourt was judged to be good in all areas, except EYFS, which was judged as being outstanding by Ofsted in June 2019.

In September 2020, Danecourt became part of the Maritime Academy Trust. Maritime is currently made up of 13 primary schools across Kent and the London. It is the Maritime’s mission “to empower schools with the means to drive greater and more enjoyable outcomes for children”.

There are currently 185 children who attend the school, however we are in the process of expanding the school that will see numbers increase over the next couple of years. Many of the children have a diagnosis Autistic Spectrum Disorder (ASD). Some have a Severe Learning Difficulty (SLD) and in addition, some children may also have speech, language and communication needs, physical difficulties, multi-sensory impairments.

Danecourt is incredibly lucky to have skilled and caring staff, supportive parents and carers and committed Governors on the Local Academy Council.

Danecourt is located just off the A2 in Gillingham. It has excellent transport routes and is located on a main bus route as well as being approximately 2 miles away from Rainham and Gillingham train stations.

I hope that you find this candidate pack useful and I urge you to look on our website ([www.danecourt.com](http://www.danecourt.com)) for further details about the school. If you would like further information about the post or would like to arrange a visit prior to submitting your application, please contact the main school office – [info@danecourt-maritime.org](mailto:info@danecourt-maritime.org) or 01634 232589.

I look forward to receiving your application.



**Cathryn Falconer**

**Headteacher**

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**Welcome to Danecourt**

At Danecourt our mission is to provide all children with a “stimulating learning environment where every individual is valued, respected, safe and successful”.

The dedicated, enthusiastic and highly trained staff teams maintain high expectations of what each individual child is able to achieve, striving to ensure that they all achieve their maximum potential; celebrating difference and encouraging curiosity and creativity. All children receive a personalised curriculum tailored to meet their specific needs.

Staff work collaboratively with families and a range of other agencies in order to meet the children’s needs and as a result, they make strong progress academically, emotionally and socially. The children’s achievements are hugely valued and celebrated in a manner that is meaningful and appropriate for each pupil.

**Danecourt Values:**

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| **Valued**   * We believe every individual is unique and special * We foster a sense of self-esteem and self-worth * We believe every child is entitled to outstanding care and education * We support our children in the development of their communication, social and self-help skills * We provide child-centred curriculum which encourages creativity and independence. | **Respected**   * We respect the rights and needs of every child and adult * We believe every child has the right to be heard * We believe that an outstanding learning environment stems from committed and compassionate staff, who work as a team to support all children * We aim, through first hand experiences, to develop in our children a love of learning, a pride in their work and respect for their surroundings * We support our children in developing appropriate relationships with others at home and at school |
| **Safe**   * We believe every child has the right to feel safe from harm, to be protected, cared for, and loved * We provide a happy, secure and safe environment for our children where they feel a sense of belonging * We ensure the well-being of every child by securing the best possible social, educational health and care outcomes * We teach and expect high standards of behaviour from all children * We believe happy and contented children will be ready and motivated to learn | **Successful**   * We recognise, praise and reward every achievement however small the step * We believe that children succeed best when teachers have high expectations and inspire learning * We provide a wide range of opportunities in order to maximise social and academic success * We encourage aspiration so that all members of our school community can seek to develop their full potential * We want our children to be happy, confident young people who will contribute to their community |

**Danecourt Photo Gallery**

 

  

 

 

**What the children say about Danecourt**

























**Maritime Academy Trust**

Maritime is a charitable education trust with schools across London and the South East and led by the CEO – Nick Osborne.

As an education charity, Maritime are fully committed to advancing education for the public benefit. It is our mission to empower our schools with the means to drive ever greater and more enjoyable outcomes for children.

This is done by seeking out the intersection between logic and magic; between the knowledge children need, the skills that will enable them to navigate a future world of work that doesn't exist yet, and a journey through education that will stick with them as they grow.

Our Maritime Entrepreneurial Curriculum brings this all together, weaving essential skills and knowledge into a thematic approach to learning that is embraced by all of our schools. It culminates with our Maritime Expeditions: child-led learning showcases that demonstrate how children have found solutions to real-world challenges.

Like our name suggests, Maritime draws on the heritage of our original Greenwich home. We are explorers and adventurers who believe that our community grows stronger the more people we meet and the more we learn from them. Our whole approach to what we do, our whole mindset, is that through strong collaboration we can most effectively spark innovation throughout our schools. Collaborate, Innovate, Educate.

We are very proud of how we work together, approaching everything through the lens of our Maritime Behaviours, the ways of working that build towards our vision and make it enjoyable to be a part of the team.

As an employee of the Maritime Academy Trust you can expect:

* a positive working environment
* national terms and conditions
* tailored programmes of CPD with cross trust development opportunities
* a generous package of staff benefits.

You can find out more information about Maritime Academy Trust on the website - <https://www.maritimeacademytrust.org/>

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**Maritime Trust Staff Benefits**

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

You can enjoy:

• Teachers and LGPS Pension Schemes

• Staff development & CPD

• Well-being initiatives

• Maritime Hub – access to on-line retail discounts from days out with the kids to

discounted holidays and food shopping

• Cycle to work scheme

• Employee Assistance Programme – offering confidential support when you most

need it - 24 hour a day, 365 days a year

• Discounted gym membership

• Annual Flu Vaccinations

• Interest free travel to work loans

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**Application Guidance**

Thank you for your interest in working with the Maritime Multi-Academy Trust. This Application Guidance has been developed to help you to compete your application. Please take a few minutes to read through the information before filling out the application form.

Your application will be your first point of contact with the Trust and the school you would like to work with. The content of your application will determine whether or not you will be invited to interview, therefore it is essential that you complete it as fully as possible. We will not make any assumptions about your abilities and do not take into account any previous applications.

CVs are not acceptable in the place of a completed application form and all candidates are required to address the criteria on the person specification for the post. However, you may submit a CV in addition to your completed application form.

**Personal Details**

Enter fully and clearly your name, address and telephone number(s) so that you can be easily contacted in the event that you are shortlisted to attend an interview.

**Employment**

State clearly your current or most recent employer’s name and address. Include details of the post held and (if applicable) reason for leaving.

**Previous Employment**

Enter names and addresses of all previous employers, starting with the most recent. You can also include work experience placements, holiday jobs or voluntary work in which you have developed skills relevant to the job you are applying for. It is very important that you complete this section in chronological order, and detail accurately any gaps between employment and other activities.

**Education**

Provide full details of your education at secondary level and above along with details of degrees/diplomas and any other qualifications, including those that you are currently studying for. Make sure you give all the information required, including levels and grades of any examinations taken. If a required qualification has been specified for the role, make sure you give all the information required and levels of any examinations taken. You will be expected to provide documentary evidence if you are invited for an interview.

**Supporting Statement**

This section is very important. It gives you the opportunity to detail why you feel you are the best person for the job and why you are applying, and is the key information that is used for shortlisting. Before completing this section refer to the Job Description and Person Specification for the role.

Focus on how your skills, knowledge and experience meet each role requirement, detailed in the person specification giving specific examples. In completing this section you may refer to both paid and voluntary work and your experience within any school or any relevant experience outside work.

**Referees**

Provide the names, addresses and email addresses of two people who are willing and able to provide references in support of your application. One of these must be your current (or most recent) employer.

If you are an NQT We suggest you ask the Headteacher of your most recent placement and your university or college tutor, as they will be able to comment upon your teaching skills.

If you are not currently working with children but have done so in the past, the second referee should be the employer by whom you were most recently employed in work with children. Please note that family members, friends and relatives are not acceptable referees.

Referees will be asked about past disciplinary actions or allegations excluding those that were deemed to be unfounded, unsubstantiated or malicious when assessing your application.

If you are subsequently made a conditional offer of employment, further information may be sought about health and absences.

**Eligibility to Work in the UK**

If you are selected to attend for an interview you will be asked to provide documentary evidence of your right to work in the UK.

**Declarations**

If you are appointed, you will be required to complete a Disclosure and Barring Service (DBS) application. The DBS will provide a report to you confirming whether you have any history of criminal convictions, including cautions and bind-overs.

All posts in schools are exempt from the Rehabilitation of Offenders Act 1974; this means you must declare all convictions, including those that would normally be regarded as ‘spent’.

The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.

We need to know if you have a close relationship with and/or are related to any employee, governor or anyone else connected to the school, in order to ensure a fair selection process.

If you have a disability please provide details of any adjustments that you will require if shortlisted for an interview. Any details you provide regarding a disability will be dealt with sensitively and will only be disclosed to staff involved in the selection process when it is considered appropriate and necessary.

**Submitting Your Application Form**

Before submitting your application form ensure that you take time to read it through to check for any errors or omissions. You may find it useful to keep a copy of your submitted application form to refer to if you are short listed for the post you are applying for. Your completed application must be submitted before the specified closing date.

**Next Steps**

All applications will be acknowledged. You will be notified within two weeks whether you have been shortlisted to attend an interview. It is the policy of the Trust that feedback is not provided to candidates at the shortlisting stage