

WORKING AT ST GILES



CANDIDATE INFORMATION PACK

Join a school where no dreams are out of reach

At St Giles School we believe every child deserves the opportunity to thrive. Our dedicated staff work together to support pupils with additional needs to develop confidence, independence and the skills they need for life beyond school.

If you are passionate about making a difference and want to be part of a supportive and ambitious school community, we would love to hear from you.

[View our current vacancies or join our Talent Pool](#)

mynewterm.com/school/St-Giles-School/122955



CANDIDATE INFORMATION PACK



Welcome from our Executive Principal

On behalf of the pupils and staff at St Giles School in Retford, it is my pleasure to welcome you and thank you for your interest in joining our school.

St Giles is a specialist school for pupils aged 3–18 with special educational needs and disabilities. Our pupils have a wide range of needs including moderate, severe and profound learning difficulties, autism and associated behaviours. At the heart of our work is a simple but powerful belief: “No dreams are out of reach.”

Our whole school community is passionate about creating meaningful and engaging learning opportunities for every pupil. We work hard to ensure learning is deeply personalised, responding to each learner’s individual needs, starting points and aspirations.

Our staff team brings together a wide range of expertise including teachers, teaching assistants, therapists and specialist professionals. Together, we ensure that every child receives the support they need to succeed.

Our broad and balanced curriculum prepares learners for the future and supports them in developing the skills, knowledge and independence they need for fulfilling adult lives.

Thank you for considering becoming part of the #TeamStGiles community.

Matt Rooney
Executive Principal



ABOUT OUR SCHOOL

St Giles School is an inspiring and aspirational special school located in Retford, Nottinghamshire. We provide highly specialised and personalised education for pupils aged 3–18 with Education, Health and Care Plans (EHCPs) from across the Bassetlaw district and surrounding area.

Our school currently has 245 pupils on roll taught in 30 classes and continues on its planned journey of growth in order to meet the needs of the local community. There will be 290 pupils across both of our sites from September 2026

Our pupils have a wide range of needs including:

- Moderate learning difficulties.
- Severe learning difficulties.
- Profound and multiple learning difficulties.
- Autism and associated behaviours.

We aim to develop the full potential of every child by working in partnership with:

- Families and carers.
- NHS Health professionals.
- Private therapists.
- Educational specialists.
- The wider community.

Our pupils are supported by highly skilled staff teams including teachers, teaching assistants, personal care assistants and a wide range of specialist professionals.

OUR VISION AND VALUES

At St Giles School our whole community passionately believes that “No Dreams Are Out of Reach.” To ensure that our pupils can achieve their goals and live fulfilling lives, we promote a shared set of personal and learning values.

LEARNING VALUES

To achieve our dreams we encourage:

- **D**etermination
- **R**esilience
- **E**nthusiasm
- **A**spirations
- **M**otivation
- **S**uccess

PERSONAL VALUES

We strive to be:

- **R**espectful
- **E**xcellent
- **A**ssertive
- **C**onsiderate
- **H**onest



THE ST GILES' WAY

Compassionate. Connected. Courageous.

At St Giles School, everything we do is guided by The St Giles' Way. We do not lower the dream to fit the child. We raise the support, skill and belief around the child so they can reach it.

It is more than a set of values. It is how we lead, how we learn, how we care and how we grow, together.

The St Giles' Way defines the culture of our school and ensures that our mission remains lived, visible and consistent across every classroom, corridor and conversation. We serve children with complex and additional needs. We understand the barriers they may face. But we also understand their potential and we refuse to place limits on what they can achieve. The St Giles' Way ensures that aspiration is not just a statement, but a daily commitment.

COMPASSIONATE

Compassion ensures our children feel safe enough to try, to trust and to grow.

- We lead and learn with kindness, empathy and dignity.
- Every individual matters.
- Every voice is valued.
- Every child is known.

COURAGEOUS

Courage ensures that "No dreams are out of reach" is not wishful thinking, but a lived commitment.

- We are brave in our ambition for children.
- We hold high expectations of ourselves and one another.
- We reflect honestly, take responsibility and act to improve.
- We model learning, not perfection.

CONNECTED

Connection ensures no child is left unsupported and no adult works in isolation.

- We work as one united community: staff, pupils, families and partners.
- We communicate openly.
- We share responsibility.
- We act with collective purpose.

OUR IMPACT

Because of The St Giles Way:

- Pupils feel safe, valued and capable.
- Staff feel trusted, supported and professionally challenged.
- Families feel listened to and included.
- Practice across the school is exceptional and continually developing.
- Aspiration becomes achievable.

The St Giles Way ensures that compassion never weakens standards. Connection never dilutes accountability and courage never loses kindness. It keeps us exceptionally human and exceptionally effective.



OUR SCHOOL SITES AND FACILITIES

St Giles School operates across two purpose-built sites in Retford. Each site provides specialist learning environments tailored to the needs of different groups of pupils while maintaining the same shared values and expectations.

Facilities include:

- Specialist music and art suites.
- Hydrotherapy pool.
- Sensory rooms.
- Soft play areas.
- Specialist learning environments.
- Outdoor play and exploration areas.

Outdoor facilities include:

- Trim trails.
- Swings and trampolines.
- Multi-surface sports courts.
- Sensory exploration spaces.
- Outdoor gyms.
- Fully accessible play equipment.

These environments allow pupils to access rich, personalised learning experiences.

ST GILES @ THE OLD HALL



St Giles @ The Old Hall supports pupils aged 11–18 with moderate to severe learning difficulties and autism.

Pupils at this site follow the formal curriculum pathway, focusing on academic learning alongside preparation for adulthood.

The site benefits from strong links with community facilities, including access to:

- Local leisure centre facilities.
- Sports and recreation spaces.
- Wider community learning opportunities.

ST GILES @ BABWORTH ROAD



St Giles @ Babworth Road provides specialist education for pupils aged 3–18 with severe, profound and multiple learning difficulties and autism.

Pupils at this site follow pre-formal or semi-formal learning pathways, focusing on:

- Communication.
- Independence.
- Social development.
- Sensory engagement.



WHY WORK AT ST GILES?

Working at St Giles School offers the opportunity to be part of a passionate, supportive and forward-thinking school community, dedicated to improving the lives of children and young people with additional needs.

Staff choose to work at St Giles because:

- They want to make a meaningful difference to young people's lives.
- They value working in a collaborative and supportive environment.
- They are passionate about inclusive education.
- They want to develop professionally within a specialist setting.

At St Giles we pride ourselves on creating a culture where staff feel:

- Supported.
- Trusted.
- Professionally valued.
- Challenged to continually improve.

Our approach ensures that when staff thrive, pupils thrive too.

DEVELOPMENT AND SUPPORT

At St Giles we recognise that staff are our greatest asset.

We are committed to ensuring that all staff receive high-quality professional development and support throughout their careers. We offer:

- Ongoing professional development and training.
- Opportunities to develop specialist SEND expertise.
- Mentoring and coaching for new staff.
- Leadership development opportunities.
- Collaborative working across teams and sites.
- A strong focus on staff wellbeing.

Our leadership team aims to create a professional environment where staff feel valued, supported and empowered to deliver the very best outcomes for pupils.

SAFEGUARDING

St Giles School and Nottinghamshire County Council are fully committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.

All staff and volunteers are expected to share this commitment and to ensure that safeguarding remains a central part of our school culture.

Appropriate safeguarding checks are carried out for all staff.



A DAY IN THE LIFE AT ST GILES



Every day at St Giles is different, but what remains constant is the strong sense of teamwork, purpose and care across the school. Staff work closely together to support pupils with complex needs to learn, grow and achieve in ways that are meaningful to them.

The day begins by welcoming pupils and helping them settle into their classroom routines. For many pupils, structure is key to feeling safe and ready to learn, so mornings often begin with activities such as communication sessions, sensory exploration or circle time.

Learning throughout the day takes many forms. Lessons may include elements of the National Curriculum, communication development, personal and social education or practical life skills. Staff use a range of approaches including visual communication systems, sensory learning and personalised activities to ensure every pupil can access learning.

Support staff play a vital role in helping pupils develop independence. This may involve supporting communication devices, sensory engagement, mobility and personal care, or encouraging participation in group learning.

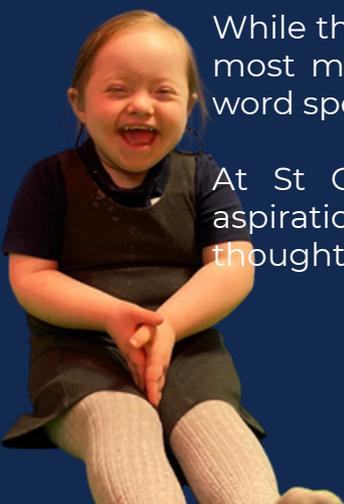
Pupils also benefit from learning beyond the classroom, accessing specialist facilities such as the hydrotherapy pool, sensory rooms, outdoor play areas and sports activities.

Staff regularly work alongside therapists and other professionals to support pupils' communication, physical development and wellbeing, ensuring learning is holistic and responsive to each child's needs.

Throughout the day pupils develop independence, confidence and social skills, and their achievements, big or small, are celebrated across the school community.

While the work can be challenging, it is incredibly rewarding. Staff often say the most meaningful moments are the small but powerful steps forward, a new word spoken, a moment of independence or a breakthrough in confidence.

At St Giles, every member of staff helps create a safe, supportive and aspirational environment where pupils can achieve things they may never have thought possible.



WHAT PEOPLE SAY

Working at St Giles School offers the opportunity to be part of a passionate, supportive and forward-thinking school community, dedicated to improving the lives of children and young people with additional needs.

"I love coming to school because my teachers help me."

"Working in the coffee shop is fun because we get to serve customers and talk to different people."

Our pupils

"Every day you see the difference you make. The progress our pupils make, even the small steps, is so rewarding."

"The teamwork at St Giles is incredible. We support each other and there's always help when you need it."

Our staff

"My child is happy, safe and making progress in ways we never imagined possible. St Giles has given them confidence and opportunities that have made a huge difference to their life."

Our parents

"St Giles provides pupils with an exceptional standard of education and care."

"Pupils love coming to school each day and cannot wait to start learning."

Ofsted (June 2025)

"Disabled children can face a 'poverty of aspiration', but St Giles truly believes that no dreams are out of reach. You bring the humanity of your pupils to the fore, listen to their voices and act on what they say."

*Dame Christine Lenehan
Government Strategic Advisor on SEND*

