

The **GALLERY TRUST**

A community of special schools

**Teacher (Key Stage 3)  
Candidate information pack  
February 2026**



**Bloxham Grove**  
ACADEMY



## **Welcome from the Head Teacher**

Thank you for your interest in the post of Teacher (KS3) at Bloxham Grove Academy. I am delighted that you are considering joining us at Bloxham Grove Academy.

Bloxham Grove Academy is a special free school which opened in a purpose-built building in January 2024. We are fortunate in having first-class facilities, a state-of-the-art building, and excellent outdoor spaces in a rural location, providing us with a very special environment for our community to use and enjoy.

The academy provides exemplary education and care for students with Cognition and Learning needs, Autism Spectrum Condition, and Social, Emotional and Mental Health needs. We currently have approximately 100 students on roll, and by 2027, Bloxham Grove will have 120 students on roll between the ages of 7 to 18 across Key Stages 2, 3, 4 and 5.

If you would like to join our enthusiastic, forward thinking, and dynamic team and be instrumental in the development of the culture and ethos of our new school, and the shaping of our community, then we would love to receive your application.

I look forward to hearing from you.



Charlotte Roberts  
Head Teacher

**Teacher**  
**Bloxham Grove Academy**  
Full Time, Permanent  
Salary TMS/UPS plus SEN Allowance  
Start Date: September 2026

This is a truly exciting opportunity for a talented and enthusiastic teacher to join the staff team at Bloxham Grove Academy, which provides excellent education and care for students with Cognition and Learning needs, Autistic Spectrum Condition, and Social, Emotional and Mental Health needs.

Bloxham Grove Academy opened in a brand new, state of the art building with first class facilities in January 2024, in a rural location in Bloxham, near Banbury. In September 2025, we increased our roll to approximately 100 students. We will continue to increase our student numbers to 120 by 2027, offering teaching and learning to students across Key Stages 2, 3, 4, and 5.

Bloxham Grove Academy is a school within The Gallery Trust, Oxfordshire's largest special school Trust.

For further information, please visit our website at <https://bloxhamgroveacademy.co.uk>

**Benefits of working at Bloxham Grove Academy include:**

**Professional development opportunities**

- Regular training and access to a range of internal and external professional development opportunities tailored to your learning needs, your job role and your career aspirations
- Opportunities for career progression, secondments and transfers within The Gallery Trust, the largest special school Trust in Oxfordshire
- Opportunities for collaborative working across the schools in the Trust, offering the chance to liaise with experienced colleagues, building knowledge and professional networks

**Financial**

- Competitive salaries for teaching and support staff based on School Teacher Pay and Conditions Document and the NJC Green Book
- Access to attractive pension plans (TPS and LGPS), linked to salary life assurance
- Contribution towards glasses and eye tests for DSE use
- Salary sacrifice schemes, including childcare vouchers and cycle to work
- Perk Box - discount and wellbeing platform membership

**Wellbeing**

- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Membership to My Healthy Advantage wellbeing app
- Excellent induction processes, and strong line management structures to promote your wellbeing at work
- A culture which is open to employee ideas and encourages open dialogue
- Complimentary tea and coffee
- Regular staff surveys to gain feedback on wellbeing and to drive improvements
- The opportunity to join colleagues for social events
- Family friendly policies
- Cycle to work scheme
- Free car parking and cycle storage

## Application Process

Closing Date: **Tuesday 24th February at 9.00 - shortlisting will take place in the morning and successful applicants will have an email asking them to attend the interview by the end of the school day**

Interviews: **Tuesday 3rd March - this will be all day**

Please ensure you detail any gaps in employment and use the selection criteria which is contained in the job pack when you prepare your application, as shortlisting for interview will be based on how closely you demonstrate your ability to fulfil the essential criteria.

We do not accept CVs. If you are shortlisted, we will take up written references before your interview so please provide permission for this and provide accurate phone and email contact details for your referees. One of your referees must be your current or last employer, and if you are employed in a school, must include your current Head Teacher.

The Gallery Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, health clearance, NCTL and Enhanced Disclosure and Barring Check. The Gallery Trust is an equal opportunities employer, and we welcome applications from candidates from all ethnic and community backgrounds.

The **GALLERY** TRUST

A community of special schools

Bloxham Grove Academy is an academy within The Gallery Trust. The Trust is dedicated to improving outcomes for SEND learners in Oxfordshire, striving to provide the best possible special education for all students. As the largest special school Trust in Oxfordshire, we value powerful collaboration and knowledge sharing but fully celebrate the distinct ethos and individuality of our family of schools, located throughout the county of Oxfordshire.

## **Our Strategic Aims**

- **Places where innovation drives learning** – our schools have a clear purpose, they educate the whole child and prepare them for adulthood. Everything we do, from our curriculum offer to our pastoral care, is meaningful and driven by the needs of learners.
- **Places where relationships drive engagement and achievement** – our schools are built around exceptional relationships. We provide excellent experiences, growth, and opportunities for pupils and staff, and specialist working environments and resources.
- **Places which provide exceptional knowledge and support** – our schools are supported by a skilled and experienced central team which provides high quality school improvement and central support services.
- **Places which inspire and influence** – our schools are committed to collaborating with our local and national partners and communities to ensure that children and young people with SEND receive the education and opportunities they deserve.

The Trust is on a continuing journey of expansion, growing from a Multi Academy Trust based on a single academy in 2013, to its position as the largest Special Trust in Oxfordshire. There are currently seven special academies in the Trust, with a further academy scheduled to open in 2026. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

## **Teacher**

### **Job Description**

**Responsible to:** Head Teacher

#### **Introduction**

The job description should be read in conjunction with the current School Teachers' Pay and Conditions document and the provision of that document will apply to the post holder.

The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Head Teacher. The Head Teacher, or other Senior Manager if appropriate, will be mindful of her/his duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

The job description will be reviewed at least annually, and any changes will be subject to consultation. The academy's grievance procedure will be used to resolve any disagreement arising out of the job description. Other relevant policies may be the Stress at work policy and Dignity at work policy.

#### **Teaching and Learning**

- Ensure all pupils in their care within the academy receive an exciting, effective and appropriate education as outlined in their Educational Health Care Plan (EHCP) and in accordance with the academy's curriculum framework.
- Monitor, evaluate and report on the quality of teaching and learning and classroom management standards
- The provision of suitably differentiated work to meet the individual needs of the students
- The curriculum planning and review cycle is maintained in accordance with the school's planning framework and policy
- On-going assessment of students' work and abilities through comprehensive record keeping based on the academy's agreed format
- Maintenance of good discipline in line with the academy's Restorative Approaches policy
- Contribution, wherever appropriate, to the display, presentation and celebration of students' work
- Safeguarding and promoting the welfare of all students

#### **Wider responsibilities relating to whole academy issues and procedures**

- Working for the positive development of the academy, in line with the Raising Achievement Plan
- Attending staff meetings, curriculum forums or any other relevant meetings within the stipulated 1265 directed hours
- Taking a share of supervisory duties as part of the weekly routine as necessary
- Taking appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitor and colleagues in accordance with the requirements and locally adopted policies: including taking responsibility for raising concerns with a manager

## **Specific responsibilities agreed between the Head Teacher and the above teacher**

In addition to the duties outline in the School Teachers Pay and Conditions document currently in operation, or any subsequent legislation, you will be responsible for the following:

### **Teaching**

Teaching across a range of curriculum areas, including the role of tutor

### **Staff development and support**

Delivering INSET training throughout the academy, as appropriate

### **Links with parents, Local Authority and the wider community**

- Encouraging full parental participation in the work, life and development of the school and making sure they are fully informed of their child's progress. To be available to deal with parental concerns and provide support where possible or refer to other professionals or agencies.
- Working cooperatively with the Local Academy Board and Trustees
- Liaising and coordinating with external agencies and other professionals

## Teacher - Selection Criteria

	<b>Essential</b>	<b>Desirable</b>
Professional qualifications	<p>Qualified Teacher Status</p> <p>Relevant professional qualification</p>	
Experience, professional knowledge and skills	<p>Planning for and teaching students with SEN</p> <p>Effective involvement in school improvement planning and monitoring</p> <p>Evidence of strategies developed for target setting and monitoring performance in order to raise student achievement</p> <p>Experience of interactive teaching methods</p> <p>Evidence of differentiation of the curriculum</p> <p>Awareness of current initiatives, issues and legislation</p> <p>Experience of using ICT effectively</p> <p>Knowledge and experience of developing a purposeful learning environment and using a range of strategies to promote good behaviour</p> <p>Respect for students' social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning</p> <p>Understanding the role of teaching assistants in maximising students' learning</p> <p>Knowledge and experience of applying a framework of curriculum planning which: includes long and short-term plans; requires learning objectives to be identified for classes, group and individuals; enables monitoring, assessment and recording of students' progress</p>	<p>Planning for and teaching students with SEMH</p> <p>Previous employment as a teacher in a Special School</p>
Personal Skills and Qualities	<p>Ability to relate well to children and adults</p> <p>Ability to work flexibly, throughout the whole school, meeting the needs of pupils in a range of contexts</p> <p>Good organisational and interpersonal skills</p>	<p>Full driving licence</p>

Please ensure your application details how you meet the above selection criteria.