



**FORT PITT**  
GRAMMAR SCHOOL

# **Sociology Teacher**

**Candidate Application Pack**

A **Beyond** ACADEMY  
SCHOOLS TRUST

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**“A caring and supportive ethos permeates the school. Relationships are exceptionally strong between pupils and staff. Pupils behave extremely well. They are polite, articulate and considerate.”** *(Ofsted October 2022)*



## Message from Salena Hiron, Headteacher

Thank you for showing an interest in the role of **Sociology Teacher** here at Fort Pitt Grammar School. This is a really important appointment for us and the successful applicants will be integral in ensuring our high educational standards and expectations are met.

Recently described as a “**remarkable place to learn**” (Ofsted 2022), Fort Pitt is also a wonderful place to work. Our staff are proud to work here and we have strived to ensure workload and the wellbeing of staff is a key priority.

Our aim is a simple one; to be the best school in the country, and by that we mean that all of our students receive a better education here than they would if they went to any other school in the whole country. Fort Pitt is a vibrant and dynamic school with high expectations and great ambitions for all of our students.

As a grammar school, academic rigour is part and parcel of our teaching, and we believe that the biggest factor influencing students’ success is the quality of the learning experience they receive both in and out of lessons. We are looking for an outstanding person with the drive, tenacity and commitment to help ensure that student wellbeing is a key focus for the school moving forward.

As a school our popularity continues to grow year upon year, and as a result there will of course be future promotion opportunities for the right candidate. At Fort Pitt the happiness of students and staff is central to what we do. This application pack will only give you a little flavour as to what ‘we are all about’ but it gives a good indication. I believe in all of us working together to ensure the best outcomes for the young people we have been entrusted with. They get one chance to get it right, so it is vital we help them every step of the way. I do expect everyone to work hard, but I also want people to enjoy themselves whilst doing so!

You will find further information on Fort Pitt Grammar School in this pack, on our website, and via our social media channels; visits are also encouraged and warmly welcomed. If you wish to visit please contact my PA **Mrs Mary Burling**, on **01634 842359** or [headteacher@fortpitt.co.uk](mailto:headteacher@fortpitt.co.uk).

I truly believe that Fort Pitt is a fantastic place to work and hope that having read the information, you agree and decide to make an application.

I look forward to meeting you.

Yours sincerely,



**Salena Hiron**  
**Headteacher**



## About Fort Pitt

At Fort Pitt, our values run through everything we do, and reflect our culture of ensuring our students' happiness is at the heart of all our decisions; they are a set of core beliefs devised by both students and staff, which we feel encapsulates what we wish our students to strive towards during their seven years with us.

# FORT PITT VALUES



Fort Pitt opened as a grammar school in 1984 and is one of the remaining 163 out of 3109 secondary schools. Prior to this it was the first technical school for girls in the country and opened in 1926 serving the communities of Rochester and Chatham. Our history is deep rooted in the local area with its oldest building dating from 1853 when it was a military hospital during the Crimean war and Florence Nightingale's first teaching hospital. Visited three times by Queen Victoria and Prince Albert, the buildings, estate and school continue to be of national historical significance.

**The school's values of 'aspirational, resilient, collaborative, respectful and successful' pervade all aspects of school life. (Ofsted October 2022)**

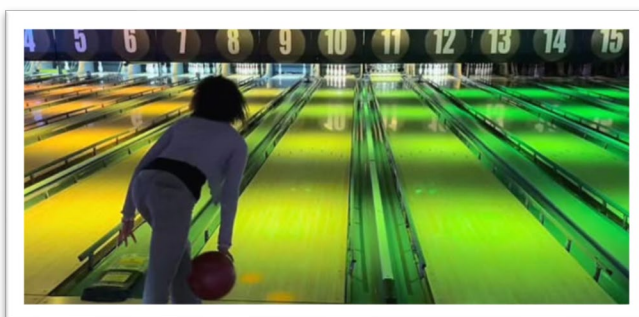


We are not a 'super-selective' school and accept any student who has passed the Medway 11+ test. We do not rank students according to test scores when awarding places. Our oversubscription criteria are very inclusive. The Trustees and Governors are committed to keeping the entry criteria as they are, so that more students, have the opportunity to benefit from a grammar school education.

We are known for having a strong supportive ethos providing an individualised approach to both pastoral care and academic support. We have a thriving co-educational Sixth Form, and from September 2026 we will be welcoming boys into Year 7. The school is comprised of five form entry and the Fort Pitt community is proud to represent their designated house: Aderin, Angelou, Attenborough, Kahlo, Mandela and Turin.

At the centre of all that we do is high-quality learning and teaching, whilst maintaining the wellbeing of both staff and students. We have worked tirelessly to ensure teacher workload is as balanced as possible, and that everyone can focus their skill and time on delivering excellent lessons.

Most importantly, Fort Pitt is a supportive, caring, nurturing, challenging and fun place to study and work.



In addition to this we are members of the Beyond Schools Trust, a Trust with a strong belief in the value of lifelong learning, and one that fully prepares children, so they have the skills, knowledge, values and character to be successful in the world beyond our doors. Everything we do is aimed at providing our staff with the resources and leadership to achieve their best. We believe that a happy, supported and motivated team create the best environment and opportunities for students to achieve their full potential.



# Welcome from our Chief Executive Officer

## Welcome to Beyond Schools Trust

We are an ambitious organisation of 10 schools, serving the educational needs of nearly 7,000 children and young people aged 3 to 19.

Our academies are based in a tight geographical area drawing students and employees from Kent and Medway in the South East of England.

We employ around 900 people in a range of roles designed to support children to be successful when they leave the Trust. We also rely on the time and commitment of over 100 volunteer Trustees and Governors, who share our ambitions for our schools and our students. These are expressed in our vision, our mission, and our values.

We have a strong belief in the value of lifelong learning and in our strategic plan, we set out to develop a Trust that fully prepares children so they have the skills, knowledge, values and character to be successful in the world beyond our doors. We also believe that our greatest asset as an organisation, is our people, and we are privileged to be involved with such courageous, committed and child-centred employees. Everything we do is aimed at providing our staff with the resources and leadership to achieve their best. We believe that a supported and motivated staff create the best environment and the best opportunities for students to achieve their full potential.

Welcome to Beyond.

Andrew Minchin  
Chief Executive Officer



# About the Beyond Schools Trust

## Our vision is simple:

To be the most respected family of schools - trusted to provide the highest quality of educational experiences in our communities.

We believe that by working together, rather than in isolation, we can accelerate school improvement and embed our vision in our academies. In working and collaborating towards our common strategic objectives, we can create more opportunities for lifelong success for our students.

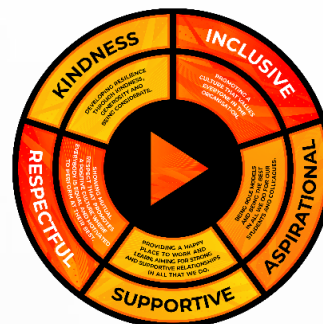
The fundamental philosophy behind the Beyond Schools Trust's vision and strategic plan is all about thinking beyond the present day; looking at what is right for our students and staff both now and in the longer term.

Put simply we strive to:

- Develop and retain the best employees that know how to provide the best educational experience
- Support, motivate and reward our employees to go above and beyond for our students
- Be responsive to our students' and employees' needs so they are prepared for a rapidly changing world.

## Our Values

Everyone in our Trust has a part to play in bringing the ethos and culture of our values alive. We are committed to ensuring everyone knows why we should value each other and how we should value each other, so we can create a community where we all aspire to succeed. Our values are not the static states of play but things we are always striving to develop and uphold as part of our culture.



## Our Mission

To provide opportunities for everybody to be the best they can be.

We want every one of our students, teachers, or Governors to be the best that can be.  
We will work tirelessly to support them to reach their potential.



**Beyond Schools Trust, Fort Pitt Grammar School, Fort Pitt Hill, Chatham, Kent ME4 6TJ**



**01634 888115**



**[www.beyondschoools.co.uk](http://www.beyondschoools.co.uk)**



**[hello@beyondschoools.co.uk](mailto:hello@beyondschoools.co.uk)**



# Job Description – Sociology Teacher (& Potential Pastoral Role)

**Reporting to:** Head of Department  
**Salary:** Main/Upper Pay Scale + TLR2C (potential pastoral role)  
**Location:** Fort Pitt Grammar School, Fort Pitt Hill, Chatham, Kent ME4 6TJ

## Job Purpose

- To implement and deliver an appropriately broad, balanced, relevant, and differentiated curriculum for students and to support a designated curriculum area as appropriate
- To monitor and support the overall progress and development of students as a teacher/form tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To contribute to raising standards of student progress and outcomes

## Duties & Responsibilities

### Operational/Strategic Planning

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the subject area
- To contribute to the subject area's Development Plan and its implementation
- To attend all CPD and department meetings
- To plan and prepare courses and lessons to contribute to the whole school's planning activities

### Staff Development: Recruitment/Deployment of Staff

- To take part in the school's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in relevant areas including specialist knowledge and teaching methods
- To engage actively in the Performance Management Review process
- To engage with the trust's commitment to the Beyond School's Trust, Lead Framework. A key part of our Professional Growth initiative. The LEAD framework is designed as the DNA of leadership to help everyone of us grow, lead and make a real difference – whatever your role in the trust.
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the school

## Quality Assurance

- To help to implement school quality procedures and to adhere to these
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed School procedures, including evaluation against quality standards and performance criteria
- To seek/implement modification and improvement where required
- To review regularly methods of teaching and programmes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the School



### Curriculum Provision

- To assist the Head of Sociology in ensuring that the curriculum provides a range of teaching which supports the School Improvement Plan

### Pastoral System:

- To be a form tutor to an assigned group of students
- To promote the general progress and well-being of individual students and of the form tutor group as a whole. To liaise with the Director of Learning to ensure the implementation of the School's Pastoral System
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life when required
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To contribute to the preparation of Action Plans and progress files and other reports
- To alert the appropriate staff (Safeguarding Lead) to problems experienced by students where there is safeguarding concern in accordance with the School's Safeguarding policy and training
- To communicate as appropriate, with the parents of students and with persons or bodies outside the School concerned with the welfare of individual students, after consultation with the appropriate staff
- To consistently apply the Behaviour Management systems so that effective learning can take place

### Teaching

- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in School and elsewhere
- To assess, record and report on the attendance, progress, development, and attainment of students and to keep such records as are required
- To provide or contribute to, oral and written assessments, reports and references relating to individual students and groups of students
- To ensure that ICT, Literacy, Numeracy and subject specialism(s) are reflected in the teaching/learning experience of students
- To ensure a high-quality learning experience for students which meets internal and external quality standards
- To prepare and update subject materials, using a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus
- To maintain discipline in accordance with the School's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To mark, grade and give written/verbal and diagnostic feedback as required by your department

### Other Specific Duties

- Engage in our Professional Growth Model—a continuous development approach that replaces traditional appraisals with regular, structured feedback and support.
- Benefit from ongoing professional development, clear career progression pathways, and a culture that values collaboration and innovation.
- Be part of a high-performing, empowered workforce focused on improving outcomes for all pupils through shared learning and growth.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) or as requested by the Headteacher if not mentioned in the above



- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To comply with the School's Health and Safety policy and undertake risk assessments as appropriate
- To adhere to the School's Dress Code – smart/professional
- To ensure confidentiality and comply with Data Protection Regulations
- To comply with Trust policies and procedures

#### **Other Specific Duties**

- To undertake any other duty as requested by the Head Teacher if not mentioned in the above
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To comply with the School's Health and Safety policy and undertake risk assessments as appropriate
- To adhere to the School's Dress Code – smart/professional
- To ensure confidentiality and comply with Data Protection Regulations
- To comply with Trust policies and procedures

#### **Generic duties relevant to all members of staff**

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources, and ideas and realise the Trust's visions and aims. All staff should act with professional integrity at all times, following the "Code of Conduct".

#### **Equality and Inclusion**

The Trust is dedicated to creating an environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of ALL staff are recognised and valued. It is therefore the responsibility of staff to conduct themselves to help the Trust provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination. All staff, as well as the Trust, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against colleagues/staff, pupils, contractors, stakeholders and members of the public.

#### **Safeguarding**

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations put in place. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures as set out by Beyond Schools Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead at the site where you are located.

#### **ICT**

All staff will be expected to utilise ICT and to improve communication and reduce paper use where possible. Security procedures must be followed when using ICT systems and particular care and attention should be taken with any communications that may result in a breach of GDPR. All staff are expected to follow (and ensure students follow) the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.



### Health and Safety

Employees are required to work in compliance with the Trust's Health & Safety Policies and under the Health and Safety at Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.

In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training, and supervision necessary to accomplish those goals.

**This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust the Director of Human Resources. This job description will be reviewed annually and is an integral part of the review and line management process.**



## Person Specification

| Categories                                                                                                                                             | Essential | Desirable |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>Education/Qualifications and Training</b>                                                                                                           |           |           |
| QTS and experience of teaching at KS 3, 4 and 5                                                                                                        | ✓         |           |
| Good degree in English or a related discipline                                                                                                         | ✓         |           |
| Evidence of appropriate continued personal and professional development                                                                                | ✓         |           |
| Recent participation in a range of relevant in-service training                                                                                        | ✓         |           |
| <b>Knowledge Skills &amp; Experience</b>                                                                                                               |           |           |
| Secure knowledge of the characteristics of effective learning, teaching and assessment                                                                 | ✓         |           |
| The ability to implement clear, consistent and effective approaches to learning, securing excellent relationships and behaviour                        | ✓         |           |
| The ability to lead, motivate and inspire pupils, support staff and to forge positive relationships with parents.                                      | ✓         |           |
| The ability to coordinate and support the work of others.                                                                                              | ✓         |           |
| An excellent understanding of pupil assessment and target setting for individual pupil improvement and how that analysis contributes to high standards | ✓         |           |
| <b>Personal Characteristics</b>                                                                                                                        |           |           |
| Ability to help develop and to support a vision of high-quality education based on the moral integrity of the school's core values.                    | ✓         |           |
| Energy, drive and enthusiasm                                                                                                                           | ✓         |           |
| Excellent interpersonal and communication skills                                                                                                       | ✓         |           |
| Ability to lead and motivate others                                                                                                                    | ✓         |           |
| Ability to analyse information and use sound judgement in complex situations                                                                           | ✓         |           |
| Ability to support a team culture                                                                                                                      | ✓         |           |
| Ability to plan and organise time effectively, work under pressure and meet deadlines while keeping equilibrium                                        | ✓         |           |
| A sense of humour, cheerful demeanour, and positive, can-do attitude                                                                                   | ✓         |           |
| A capacity for hard work and willingness to "go the extra mile"                                                                                        | ✓         |           |

**Beyond Schools Trust** is committed to safeguarding and promoting the welfare of children and young people as its number one priority. The commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust.

This post is subject to an Enhanced DBS Disclosure, Children's Barred List and where applicable Disqualification under the Childcare Act check



## Summary of Terms & Conditions

**Start date:** ASAP/January 2027

**Contract Type:** Full-Time, Permanent

**Place of Work:** Fort Pitt Grammar School, Fort Pitt Hill, Chatham, Kent ME4 6TJ

**Hours & days of work:** 32.5 Hours Per Week / Monday To Friday

**Salary:** Main/Upper Pay Scale + TLR2C (Potential Pastoral Role)

**Induction Period:** This post has a 6-month induction period.

**Pension:** Membership of the Teacher Pension Scheme for teaching staff

**Notice period:** As per Conditions of Service for School Teachers – Burgundy Book

**Car insurance:** Trust employees who use their private vehicles in the course of their duties must be covered with their insurers to cover business liability



# Benefits

## Care First

Access to **Care First** Employee Assistance Programme. Care First provides independent and professional employee support services from qualified counsellors and information specialists designed to help you with a wide range of work, family and personal issues

## Benenden Healthcare:

Non-contributory membership of Benenden Healthcare Scheme, which includes immediate family access to 24/7 GP service.

## Professional Growth:

***“We don’t appraise. We grow”*** We believe professional growth is not a once a year event but an everyday commitment. That’s why we’ve replaced the traditional annual appraisal with our **Professional Growth Model**, designed to foster meaningful, continuous development for all staff.

### The Professional Growth Model promotes:

- Continuous learning
- Regular feedback,
- Collaborative development

All through collaboration, constructive dialogue and structured meetings with line managers.

### Key benefits for staff include:

- Ongoing support for personal and professional development
- Clear pathways for career progression
- Regular, constructive feedback to enhance performance
- Opportunities to contribute to team and Trust-wide improvement
- A culture that values collaboration, innovation, and growth

We believe this approach helps build a high-performing, empowered workforce focused on improving outcomes for all pupils.

## Continuing Professional Development:

A comprehensive induction programme for all staff with a commitment to continuing professional opportunities across the Trust.

We invest in our staff by encouraging continuing professional development and enabling opportunities for career progression. An example is that staff have access to collaborative coaching across the Trust. Feedback from staff (May 2023) includes the following:

*“It has been brilliant to speak to people who are in a similar position and have similar expectations in regards to the whole educational environment”*

*“The time to speak to our colleagues across the Trust and to go on this journey together has been welcomed”.*



*"I have learned so much during these workshops and I am extremely grateful for them"*

*"Learning the skills to become an effective leader for when I become a middle leader"*

*"I feel more confident in my people skills and how I motivate and converse with my team in order to achieve our shared goals".*

**Staff Wellbeing:**

Whole Trust approach to well-being.

**Pension Scheme:**

All teachers will automatically be enrolled into the **Teachers' Pension Scheme**. Contribution bandings are based on actual salary. Contribution rates from 1<sup>st</sup> April 2026 are as follows:

| Annual Salary Rate     | Member contribution Rate |
|------------------------|--------------------------|
| Up to £36,198.99       | 7.4%                     |
| £36,199 to £48,727.99  | 8.9%                     |
| £48,728 to £57,776.99  | 9.9%                     |
| £57,777 to £76,572.99  | 10.5%                    |
| £76,573 to £104,413.99 | 11.6%                    |
| £104,414 and above     | 12%                      |

**Other Benefits:**

Two-week, half-term break in October

**Employee Referral Scheme**

Up to £500 payable for a new employee referral across the Trust

**Family Friendly Policies:**

The Trust offers generous family friendly policies including maternity, paternity, shared parental leave and adoption.

**Cycle Scheme:**

The Trust is a member of the Cycle to Work Scheme.

**Car Parking:**

Free onsite parking (we are in a ULEZ free zone)

**Catering:**

On site catering at affordable prices

**Employee Discounts include:**

20% discount off membership for Avenue Tennis  
[Medway Gym & Fitness Centre | Avenue Tennis](#)

Access to Civil Service Sports Council, by becoming a member you start enjoying thousands of exclusive discounts, including free, unlimited, year-round family entry to English Heritage and Kew Gardens, a Tastecard and many more discounts.

Free will writing service provided by Accord Legal Services

Blue Light Card discount scheme [Blue Light Card](#)



# The Recruitment Process

**Closing date:** Friday 25 September 2026 at 12noon

**Interview date:** W/C 28 September

***We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications.***

To apply please complete an application form which can be found on the school's careers page [Our Vacancies | Fort Pitt Grammar School](#)

If you wish to discuss the role, please contact **Mrs Mary Burling** on **01634 842359** or [headteacher@fortpitt.co.uk](mailto:headteacher@fortpitt.co.uk).

## The application form

Please complete the application form as fully as possible. Gaps in employment do need to be explained, therefore please provide as much information as possible. For example, if you undertook a gap year or had a period of unemployment, please state this. You will be unable to submit your application if there are any gaps.

All applications will be acknowledged, and you will be contacted thereafter of next steps.

## Right to work in the UK

Unfortunately, if you do not have right to work in the UK, we are unable to process your application. If you are invited to attend an interview, you will be asked to produce original and up-to-date documentary evidence of your right to work in the UK.

## Safeguarding

Safeguarding is our highest priority; therefore, pre-employment checks will be undertaken prior to a successful candidate joining. This includes references from current or most recent employer, an enhanced DBS with children's barred list check, and original certificates of qualifications will also need to be provided. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, you will be required to complete a self-disclosure form this will be sent with your invite to interview and must be completed, signed, and returned prior to interview. The Trust will also undertake an online search as part of its safeguarding duties at offer stage.

The schools safeguarding Policy can be found [here](#)

## CV

We do not wish to see your CV so please do not include it.



### **Supporting Statement**

Your supporting statement is important and will be the basis of our shortlisting and progressing your application, therefore you need to ensure you answer the following as concisely as possible:

- Why you believe you are a strong candidate for the position.
- Set out impact you have made in your current/previous positions.
- Make reference to the job description and person specification to set out how you meet the criteria.

### **Additional skills:**

Aside from your professional skills relevant to the role you are applying for we are interested in you as an individual, therefore do share with us any additional skills, hobbies, and abilities that you would like us to know about

### **References:**

Do provide referee details as outlined, please ensure you indicate whether references can be taken up before interview.

### **Equal opportunities monitoring:**

This will be kept separate from your application and used only for monitoring purposes by the HR department

### **Special arrangements:**

Please do set out in the application form any special arrangements we should try to make if you are invited to interview.

### **Retention of Personal Information:**

Any information supplied by an unsuccessful candidate will be destroyed six months after date of shortlisting.

Any data about you will be held securely with access restrict to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Our Privacy policy is available [here](#)

### **Equality and Diversity:**

We recognise the benefits of a diverse workforce. We are committed to eradication discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference.

### **Criminal Convictions:**

All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on the application form and when completing a Discloser and Barring form. Failure to provide this information may result in dismissal. A Children's Barred List check is also obtained on anyone who will be working on or coming into contact with children; and must be received by the school before employment can commence



## Sociology Teacher & Pastoral Role *(for the right candidate)*



|                        |                                                                                      |
|------------------------|--------------------------------------------------------------------------------------|
| <b>Salary:</b>         | Main/Upper Pay Scale + TLR2C (Pastoral Role - possible TLR for the right candidate). |
| <b>Start date:</b>     | ASAP/January 2027                                                                    |
| <b>Hours:</b>          | Full-Time, Permanent                                                                 |
| <b>Location:</b>       | Fort Pitt Hill, Chatham, Kent, ME4 6TJ                                               |
| <b>Closing date:</b>   | Friday 25 September at 12noon                                                        |
| <b>Interview date:</b> | W/C Monday 28 September                                                              |

We are seeking an inspirational teacher to help drive our students and the department on to even greater heights. We want you to inspire students, raise their aspirations and unlock their potential. It would be desirable to find someone who has proven experience at KS5, can deliver high quality lessons and secure outstanding outcomes for our students, but we also want someone who can build excellent relationships with both students and parents. Applications are warmly welcomed from colleagues with a varied experience, and previous Grammar School experience is definitely not necessary.

### **To be successful at Fort Pitt, you will:**

- Provide exceptional support to ensure our students make outstanding progress across all key stages
- Commit to our supportive but challenging ethos and culture
- Be a team player but also have the initiative to work independently
- Constantly challenge yourself to become a better practitioner
- Be committed to enabling our successful extra-curricular programme
- Enjoy working with young people and have a good sense of humour!

### **In return, we will offer you:**

- A happy school where all students are enthusiastic and keen to learn
- An incredibly supportive group of colleagues and leaders
- Care First employee assistance programme
- Non-contributory membership of Benenden Private Health Care Cover
- Membership of the Teachers Government Pension Scheme
- Two-week, half-term break in October
- Cycle to work scheme

For further details on this role and to apply please visit the school's careers page [Our Vacancies | Fort Pitt Grammar School](#)

Visits to the school are strongly encouraged. For further information and to arrange a school visit, please contact **Mary Burling** on **01634 842359** or [headteacher@fortpitt.co.uk](mailto:headteacher@fortpitt.co.uk)

***We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications***

### **Safeguarding Commitment**

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All post holders in a regulated activity are subject to appropriate vetting procedures and a satisfactory "Disclosing and Barring Service (DBS) Enhanced check".



### **Equality & Inclusivity Statement**

At Beyond Schools Trust we strive to be a diverse and inclusive workplace where we can ALL be ourselves. We particularly encourage applications from under-represented communities, including but not limited to those who identify as Black, Asian or from a minority ethnic background.



## Our Location

### Fort Pitt Grammar School

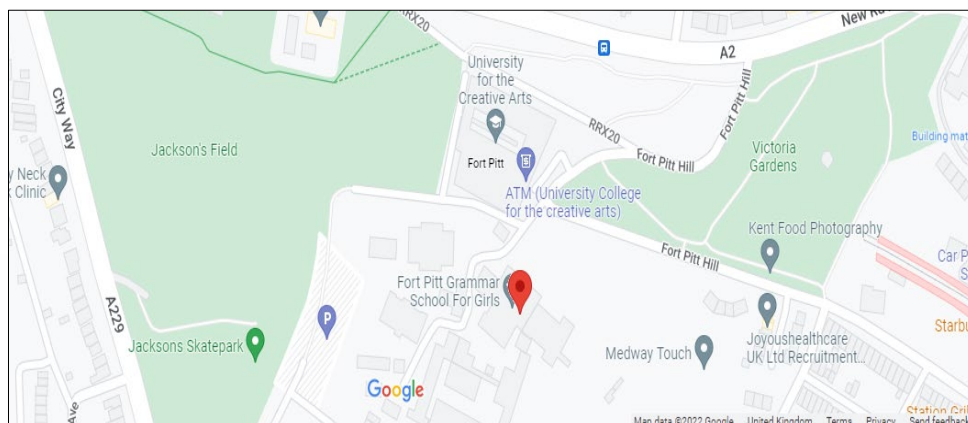
Fort Pitt Hill  
Chatham  
Kent  
ME4 6TJ

Tel: 01634 842359

Email: [office@fortpitt.co.uk](mailto:office@fortpitt.co.uk)

Website: [www.fortpitt.co.uk](http://www.fortpitt.co.uk)

what3words: <https://w3w.co/sofa.land.mime>



## Living and working in Medway

On the banks of the River Medway from which it takes its name, Medway is the second largest conurbation (after Brighton) between London and continental Europe. This combined with its comprehensive transport links, makes Medway a gateway to the capital, the county of Kent and the continent.

A multi-million-pound regeneration programme is currently transforming Medway's landscape bringing 29,000 new homes, many of them stunning riverfront developments. Its ambitious vision provides economic and housing opportunities across all five major towns – all of which act as a magnet for a diverse range of businesses, property hunters and investors.

“Its comprehensive transport links make Medway a gateway to the capital, the county of Kent and the continent.”

Families and commuters are attracted to Medway by the choice of accommodation and facilities in Medway and can live close to schools, railways, and town centres, including Rochester's historic high street. Not only does Medway boast the biggest regeneration zone within the Thames Gateway, but it is surrounded by award-winning green spaces and world-renowned heritage sites. Medway's housing landscape is very diverse – from Victorian period properties and cottages to newly-developed modern builds and suburban developments. There is something for everyone from families big and small to couples and individuals wanting to find their perfect home.

Medway has the lowest council tax in Kent and one of the lowest rates in the M25 corridor.

Medway is a place in which you can enjoy both living and working. A thriving business location but also within an easily commute to London and yet beautifully green with seven green flags accredited parks. It's a great place to put down roots and make a life.

More than 80% of Medway schools have an OFSTED rating of good or better and it is home to 4 universities.

