

Perseid School Recruitment Pack

Classteacher

Closing Date for Applications: Friday 11 September
Interviews: 22 September 2026



Welcome to Perseid School.

We are an exceptional school serving outstanding young people. We are recruiting class teachers to join our team due to ongoing expansion.

A career at Perseid School offers a rewarding future; working with inspiring pupils and young adults in a close-knit team of talented and ambitious staff who are dedicated to helping vulnerable pupils achieve the best outcomes.

Located in London Borough of Merton, Perseid Upper and Lower Schools offers learners aged 3-19, with complex additional needs, an exceptional educational provision. Our school is situated over two campuses - Primary and Secondary.

Perseid has a strong and successful track record of outreach and inclusion and enjoys strong partnerships with many schools and organisations locally, regionally and nationally. Perseid co-leads the Merton Special Training Association (MSTA) with a neighbouring specialist school,



Our mission is to trail blaze holistic learning, for every pupil. Every pupil has the right to an exceptional education, and deserves the opportunity to fulfil their potential and our staff are fully committed to developing the whole child: their individual talents and skills.

At Perseid, we offer a pupil-centred experience combined with cutting-edge staff development programmes, an innovative approach to learning and developmental experiences. We provide pupils with a curriculum which builds confidence, encourages independence and inspires learning. We believe in working in partnership with our families, local and wider community, ensuring every learner experiences world-class opportunities.

As a UNICEF Accredited Gold Rights Respecting School, we provide pupils with the best chance to lead happy, healthy lives as responsible and active citizens.

The commitment and support of our staff is a key strength. Our teams are extremely knowledgeable and entirely dedicated to supporting pupils with complex additional needs to learn and achieve. A carefully planned programme of professional development, supervision and coaching are integral to the success of our organisation. All staff must have a passion for working with our young people and a strong commitment to improving their life chances.

We look forward to welcoming you to Perseid and equally welcome applications from Early Career and experienced teachers.

Fiona Copeland
Executive Headteacher



Application and selection

The first step in the process is your application. Please read the Person Specification and Job Description carefully and provide specific examples to demonstrate how you meet the Person Specification criteria.

Please ensure your application form is fully completed and your personal statement is no longer than four A4 sides, in size 11 font. CVs are not accepted.

Perseid is a research-informed school and teachers who do not already hold a Master's degree in a relevant area are required to study for a Master's qualification in SEND on a distance learning basis whilst working once they join the teaching staff here. This will apply to ECTs on successful completion of their ECT programme and to all other teachers the academic year after they join the school. The school funds 80% of the course fees of this study and expects a commitment from teachers to fund 20% and to remain at the school for at least 2 years after completion of their Master's degree.

We are committed to safeguarding and promoting the welfare of children. This post is subject to safer recruitment measures, which will include an enhanced criminal record check via the Disclosure and Barring Service. Shortlisted candidates will be subject to an online search as part of due diligence checks in the recruitment process. Questions about safeguarding and child protection will be asked during interview.

Please see Child Protection and Safeguarding documents here:

<https://www.perseid.merton.sch.uk/Safeguarding/>



Salary range

Main Scale + SEN1 with SEN2 on completion of MEd (SEND)

Person Specification

Qualifications and Experience

1. DFE Qualified teacher status
2. Evidence of undertaking relevant professional development in previous two years in relevant areas (if not ECT)

Professional Experience and Knowledge

3. Experience of managing support staff to improve achievement of pupils' learning
4. Successful experience of managing learning environments and resources effectively
5. Experience of teaching pupils with a wide range of complex additional needs and challenging emotional support needs
6. Experience of developing specialist education strategies that are meaningful to pupils' learning
7. Effective liaison across inter-disciplinary teams
8. Experience of implementing specialist approaches to maximise the educational achievement of pupils
9. Effective staff relationships to inspire, motivate, hold others to account and foster positive working relationships at all levels
10. Successful experience of communicating clearly and effectively to a range of audiences

Knowledge and understanding of

11. The major changes in the curriculum currently facing all schools including monitoring and evaluation of curriculum delivery
12. The principles and practice of high quality assessment and effective record keeping and their use to promote pupils' educational, personal development and progression
13. The use of outcome setting in raising pupil achievement
14. The implementation of equity
15. The promotion of parental and community involvement to raise pupil achievement
16. Alternative and augmentative communication

Personal Aptitude, Qualities and Skills

It is essential that the person appointed to the post has a passion for education and is able to adapt their teaching to meet the complex needs of our pupils. Emotional resilience and a dynamic 'can do' attitude are key qualities.

Job Description

Position Title: Classteacher

Responsible to: Executive Headteacher

Main purpose:

To carry out the professional duties of a teacher adhering closely to the professional teacher standards as set out in the School Teachers Pay and Conditions Document

To undertake teaching responsibilities as directed.

Job context:

Perseid School is a specialist school for pupils/students age 3 – 19 years with complex additional needs The school operates over two campuses designated by age, Upper and Lower

Responsibilities:

To ensure high quality teaching at all times, highly effective use of resources and the highest standards of care, learning and achievement for all pupils

Key Teaching and Learning Responsibilities:

- To plan, prepare and deliver lessons to a consistently high standard, ensuring that all pupils excel in their learning
- To organise the classroom and learning resources to create a safe, inspirational learning environment
- To support and further the achievement of school development plan priorities
- To lead an effective class team
- To prepare materials to support pupils at the appropriate levels
- To work with colleagues to devise and implement individual programmes to raise individual attainment / achievement
- To work collaboratively within the inter-disciplinary team to ensure that programmes are appropriate to individual needs and support the learner to achieve their best outcomes
- To manage subject/curriculum resources within the classroom and within defined subject areas
- To undertake all appropriate assessment and record keeping in accordance with school policy
- To undertake training appropriate to the functions of the post, and to liaise with Subject and Aspect Leads to identify subject training appropriate to the needs of teaching and support staff
- To assist in the preparation and presentation of reports on the development and implementation of the teaching and learning at Perseid School
- To work with colleagues to prepare materials to support classroom activities as appropriate
- To write all necessary reports and annual reviews to the highest standards
- To lead a subject area across the campus, as required by the school, including providing specialist planning, resourcing, budget management and professional development (for self and others) as required. (this does not apply to ECTs.)

Key Safeguarding Responsibilities:

- To actively promote and scrupulously follow the school's safeguarding procedures and attend and implement relevant training

Line Management Responsibilities:

- To manage support staff and other adults effectively, involving them where appropriate with the planning and management of pupils' learning



What Can a Career at Perseid School Offer You?

We offer a gold star range of unique benefits and expectations, designed to enhance and support the working lives of all staff. A career at Perseid gives a rewarding future, and we invest in those that invest in us.

These include, but are not limited to:

- Career development and progression.
- A highly skilled, supportive and approachable network of colleagues.
- Relationships between staff based on mutual respect and developmental feedback.
- Positive engagement with networks, professionals and families. Ofsted highlights that our outstanding collaboration with parents promotes the excellent well-being and achievement of our pupils, and we are passionate about maintaining this.
- Well-being programme; an expert provider of employee support services available through the London Borough of Merton.
- Free childcare for children over five years of age for staff members when undertaking training days or when the child's schools have training days.
- Diverse restaurants, supermarkets, specialist foodie treats and countless bars dotted throughout the borough.

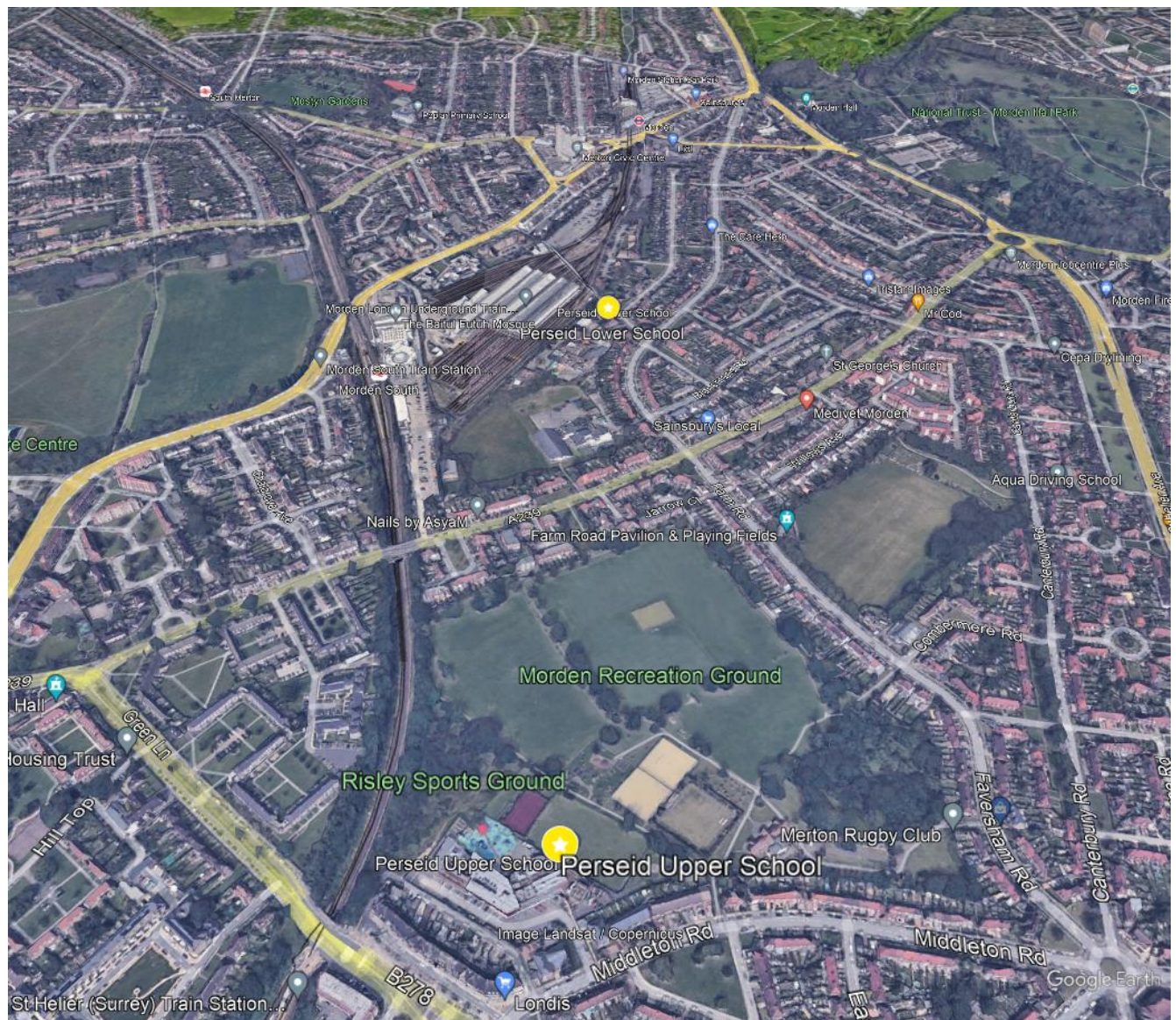


Living and working in Merton

Working in London Borough of Merton offers a competitive employment package, attractive working environment and strong prospects to support and enhance your professional and personal life.

Here are some of the reasons Merton is a great place to work:

- One of the greenest boroughs in London.
- Vibrant inner-city borough 30 minutes from the centre of London, well connected with Tube, rail, tram and bus service.
- A wealth of unique sights, attractions and activities: to benefit you in free time and provide exciting learning opportunities for pupils.
- Excellent entertainment: AFC Wimbledon Football Club, Wimbledon Tennis Championships, Wimbledon Park Watersports Centre, theatres and festivals. Located close are Hampton Court Palace, Epsom Downs and Racecourse, and Box Hill, with panoramic views over Surrey and Sussex.
- Diverse restaurants, supermarkets, specialist foodie treats and countless bars dotted throughout the borough.





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