



Gravesend  
Grammar School

Working at Gravesend Grammar School

# Join our Team

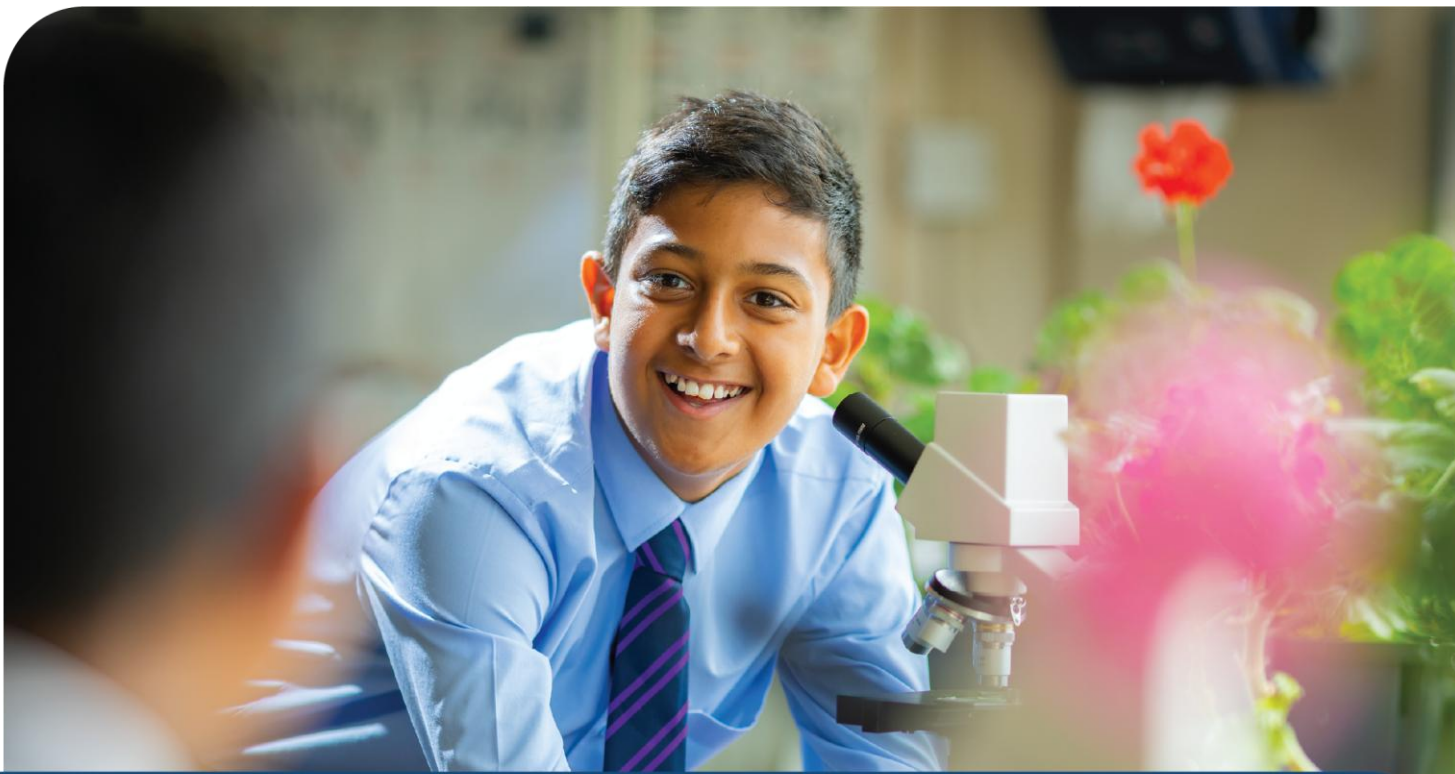


For appointment of:

KS3 Specialist Teacher



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**Aletheia**  
Academies Trust



## Headteacher Welcome

Mr Malcolm Moaby

Thank you for your interest in the role at Gravesend Grammar School. I hope that what you read will encourage you to apply to be part of our team.

I am incredibly proud to be the Headteacher of Gravesend Grammar School. Having spent many years here as both a teacher and a leader, I am deeply committed to ensuring that our traditional values are preserved in a modern context.

While academic excellence is at the core of our mission, I believe that a rich and diverse curriculum is equally important in fostering well-rounded individuals. This balance enables our students to confidently navigate the next phase of their lives, complementing the demands of a rigorous academic program.

Our goal is clear: we strive to help every student progress and achieve success in life, while offering opportunities for teachers and support staff to excel and grow within their roles.

As a selective school we are fortunate to be educating students who have high aspirations and have a strong commitment and loyalty to the School. In return, we provide a high quality learning environment with opportunities and challenges for all of our students both within and beyond the curriculum.

We offer a positive learning atmosphere, a network of supportive colleagues, and a comprehensive professional development program.

I look forward to receiving your application.

# About Gravesend Grammar School



Gravesend Grammar School, established in 1893, is a prestigious and highly respected institution with a long-standing tradition of academic excellence. Situated in Gravesend, Kent, the school has consistently delivered exceptional education to generations of students, fostering a learning environment that is both challenging and supportive. With a focus on both academic achievement and personal development, Gravesend Grammar School offers a broad and balanced curriculum, enriched by a wide range of extracurricular activities that allow students to explore their passions and talents. The school's dedicated and highly skilled staff are committed to providing high-quality teaching, nurturing each student's potential, and ensuring that they are well-prepared for future success.

Our vision is to provide students with challenges and opportunities that will equip them with the qualifications, skills, and personal attributes necessary for success in later life. We offer an ambitious and rigorous curriculum that fosters high academic aspirations for all students. Our expert teachers design engaging lessons that develop both subject knowledge and essential skills, empowering students to reach their full potential as they progress through their education.

Beyond academics, we aim to provide a wealth of opportunities that encourage students to explore their interests, build confidence, and foster a strong sense of community and belonging. Our extensive extracurricular programme is an essential part of this, and we value and recognize hard work and effort both within and beyond the classroom. The Parthenon and Milton Award schemes celebrate students' dedication and achievements, highlighting their growth and contributions to the school.

At the heart of our school is a commitment to the well-being and pastoral support of every student. We strive to build positive, supportive relationships where students feel safe, happy, and respected. Our aim is to create an environment where all students can thrive, seek guidance when needed, and feel valued as members of our community.

At Gravesend Grammar School, we prioritise the well-being and pastoral support of every student. We build positive, respectful relationships, ensuring that students feel safe, happy, and supported in an environment where they can thrive. Our school motto, *Consule Cunctis* – "take thought for everyone" – reflects our commitment to mutual respect and courtesy. The school's core values, or Pillars of Success, guide our efforts to help each student become the best version of themselves, preparing them for success in both their academic and personal lives.



"Pupils are highly respectful of each other, courteous and polite. Relationships between staff and pupils are exceptionally positive, which leads to very strong attitudes to learning. This is reflected in their excellent attendance". **Ofsted 2025**

# Staff Benefits



We value every one of our employees and want to give back as much as possible. To show our appreciation, we offer a range of perks and benefits as outlined below:



Trust-wide commitment to your ongoing Continuous Professional Development (CPD) including secondment opportunities.



Unlimited access for you and your family to 24/7 GP telephone consultations.



Enhanced annual leave allowance with term-time offerings.



Access to a wide array of discounts including Motorfinity, Kent Rewards and Blue Light Card.



Access to mental health and wellbeing support including counselling, mindfulness and physiotherapy sessions.



Access to Local Government and Teachers' Pensions Schemes.



Free eye test, examinations and eye care vouchers.

For a full range of what Aletheia Academies Trust offer, please scan:



# Job Description

<b>Job Title</b>	KS3 Specialist Teacher
<b>Location</b>	Gravesend Grammar School
<b>Duration</b>	Permanent
<b>Work Hours</b>	Full-time/part-time considered
<b>Reporting to</b>	Headteacher
<b>Salary</b>	MPS/UPS
<b>Pension</b>	Teachers' Pension
<b>Start date</b>	September 2026



## About the Role

An exciting opportunity has arisen for a candidate of exceptional quality to join our School as a Key Stage 3 Specialist Teacher. We are an over-subscribed and successful selective school, looking to bring the best qualities from Primary education to our younger, bright and motivated students across a range of subjects. We are flexible on those subjects and can adapt to the subject enthusiasms of the successful candidate.

Our school has a reputation for high quality education with a relentless focus upon high expectations, standards and aspirations. We will support you in what you might initially perceive to be a difficult transition. We have a proven track record of doing so with many staff, who have taken up the new challenge, across a variety of subject areas with our Key Stage 3 students.

We are a friendly, dynamic and innovative school. We pride ourselves on our commitment to ensuring students make progress through high quality teaching, learning and wider experiences for all. The successful candidate will share these values and play an active part in delivering on this commitment.

We would be delighted to hear from you if you:

- Want to work in a supportive and caring environment
- Are committed to enabling every student to achieve the very best that they can
- Are an excellent classroom practitioner who is invested in developing their teaching and learning strategies
- Are a Primary School teacher who is interested in experiencing a new and interesting challenge in a different environment



## Job Purpose

To be a Key Stage 3 specialist teacher; facilitating and encouraging learning (across two or three subjects) which enables our students to achieve high standards. To share and support our vision in providing challenge and opportunity in a caring environment.

## Accountabilities

- Prepare and teach lessons of a high standard to the students assigned to them; many of who will be the same students - deepening the experience and relationships built between the teacher and student.
- Following designated programmes of study; using and adapting the provided departmental schemes of work and resources to plan and deliver lessons
- Carrying out the necessary departmental assessments
- Providing information/comments for grade cards
- Monitoring and intervening with students in accordance with agreed departmental strategies
- Maintain discipline in accordance with school behaviour policy and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality, behaviour, homework.
- Contribute to the development of materials/resources and teaching/learning strategies within the subject areas taught
- Engage in continuous professional self-development; via the weekly GGS CPD Friday afternoons, and in other relevant areas identified by yourself to support your on-going improvement and performance.



# Person Specification



	E	D
<b>Qualifications and Experience</b>		
Qualified Teacher Status	E	
Degree	E	
Evidence of Continuous Professional Development		D
Proven ability as an excellent Classroom Teacher	E	
Evidence of delivering strong outcomes for all pupils	E	
<b>Skills and Knowledge</b>		
Principles and practices of effective teaching and learning	E	
Preparation of lessons; designed for specific students/classes	E	
Knowledge and understanding to a KS3 level of selected subject areas		D
Principles and practices of monitoring & assessment at a Primary or Secondary level		D
The application of IT in teaching, learning, assessment & reporting		D

<b>Personal Qualities</b>		
The ability to build relationships with students, colleagues and parents (E)		
The ability to make considered and considerate decisions in relation to your students and your wider responsibilities (E)		
The ability to be flexible, creative and innovative (E)		
To be emotionally and professionally self aware (E)		
To have high aspirations for yourself and to inspire the same in all members of our school community (E)		
To demonstrate a high level of integrity, honesty and fairness (E)		
A readiness to reflect on, evaluate and improve teaching practices for the betterment of students and personal development (E)		
To bring enthusiasm to your classes and celebrate their successes (D)		

All Essential Criteria

E = Essential

D = Desirable

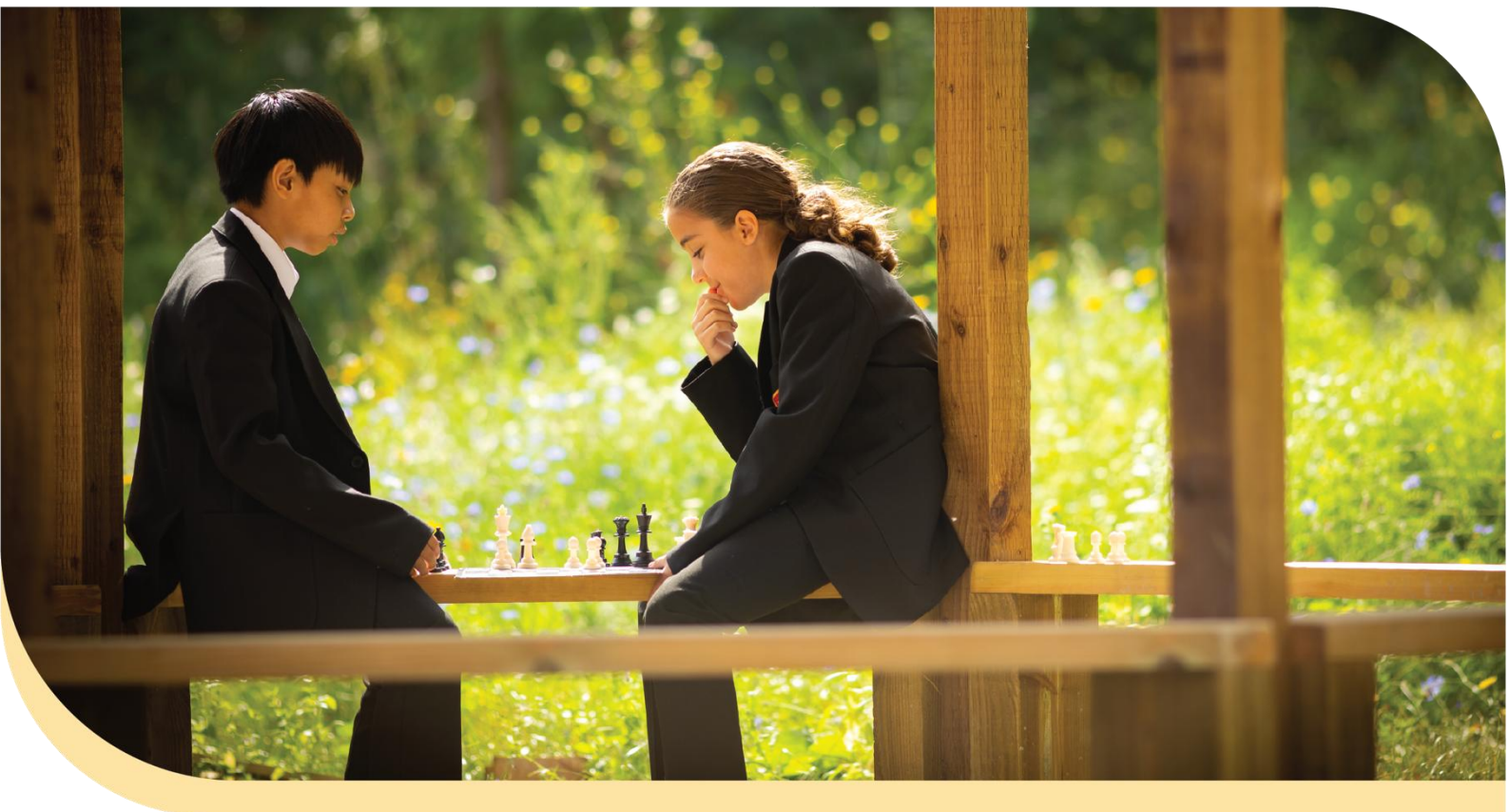
# How to Apply



If you are excited by this role and believe you have the values, vision, and expertise to lead our school through this exciting period of development, then we would love to hear from you.

**Jo Barker-Platt, Director of People and Culture**  
[HR@aletheiastrust.org.uk](mailto:HR@aletheiastrust.org.uk)  
01474 533 082.

**[To apply for this role, please visit MyNewTerm](#)**



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy](#).



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# Contact Us

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