



**Danecourt
School**



Danecourt School

Candidate Information Pack



Maritime
Academy
Trust



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Dear Applicant,

Firstly, I would like to thank you for the interest you have shown in working at Danecourt School. Danecourt is an ambitious school for children aged 4-11 years with severe and complex needs. Many of the children have a diagnosis Autistic Spectrum Disorder (ASD). Some have Severe Learning Difficulties (SLD) and in addition, some children may also have speech, language and communication needs, physical difficulties, multi-sensory impairments. All the children attending Danecourt have an Education, Health and Care Plan (EHCP).

There are currently 257 children attending the school which is based across three sites. The largest site, Danecourt@Gillingham caters for approximately 195 children. In addition we have a satellite at Featherby Primary School for our children within the Early Years and a satellite at Bligh Primary School for some of our key stage 2 children.

Danecourt was last inspected in November 2024 when Ofsted reported that evidence gathered during the ungraded inspection suggested that the school's work may have improved significantly across all areas since the previous inspection in June 2019 (<https://files.ofsted.gov.uk/v1/file/50263964>). The report highlighted that 'Expectations of what pupils can achieve are very high here. Despite the many barriers pupils at this school face, their personal and academic achievements are impressive' and that 'Teaching assistants impact positively on pupils' learning'.

Danecourt@Gillingham and Danecourt@Featherby are located just off the A2 in Gillingham and Danecourt@Bligh is located in Strood, just minutes away from the M2. All sites have excellent transport routes and are located on main bus routes as well as being approximately 2 miles away from Rainham and Gillingham train stations.

Danecourt is part of the Maritime Academy Trust. Maritime consists of 12 primary schools across Kent and the London. It is the Maritime's mission "to empower schools with the means to drive greater and more enjoyable outcomes for children".

I hope that you find this candidate pack useful and I urge you to look on our website (www.danecourt.com) for further details about the school. If you would like further information about the post or would like to arrange a visit prior to submitting your application, please contact the main school oce – info@danecourt-maritime.org or 01634 232589.

I look forward to receiving your application.

Cathryn Falconer
Headteacher



Welcome to Danecourt

At Danecourt our mission is to provide all children with a “stimulating learning environment where every individual is valued, respected, safe and successful”.

The dedicated, enthusiastic and highly trained staff teams maintain high expectations of what each individual child is able to achieve, striving to ensure that they all achieve their maximum potential; celebrating difference and encouraging curiosity and creativity. All children receive a personalised curriculum tailored to meet their specific needs.

Staff work collaboratively with families and a range of other agencies in order to meet the children's needs and as a result, they make strong progress academically, emotionally and socially. The children's achievements are hugely valued and celebrated in a manner that is meaningful and appropriate for each pupil.

Danecourt Values



Danecourt Photo Gallery



What the children say about Danecourt

"I like my teachers because when I find something hard they help me"

Amelia

"I like the teachers and learning too. I like everything"

Bobby

"Maths is good because I like counting and numbers"

Hayden

"I like playing with my friends"

Lexie



What the children say about Danecourt

"My favourite thing about school is school!"

Kenny



"I like learning about maths and counting"

Olivia



"I like learning about dinosaurs.
We made dinosaur fossils"

Dylan



Part of Maritime Academy Trust

Together, we're making a difference

When you join one of our schools, you become part of Maritime Academy Trust—a collaborative family of schools across London and the South East, united by a shared commitment to giving every child the very best education and opportunities to succeed. At Maritime, we believe education should be meaningful, children should love learning and every colleague should feel valued, supported and able to make a lasting impact. By working together, sharing expertise and learning from one another, we create opportunities for both children and colleagues to thrive. We celebrate the unique identity of each of our schools while recognising that collaboration helps us achieve even more.

Collaborate. Innovate. Educate.

These three words capture the way we work across our Trust.

We encourage our schools to share ideas, embrace innovation and continuously improve, creating exceptional learning experiences for children and rewarding careers for our colleagues.

We believe in consistency of impact without conformity of approach—every Maritime school has its own distinctive character, culture and community, while benefiting from the support, expertise and opportunities that come from being part of something bigger.

Our Maritime Behaviours

Our Maritime Behaviours shape the way we work together every day and help create an environment where colleagues feel supported, trusted and inspired to succeed.

Adaptability – Embracing change, learning continuously and responding positively to new opportunities.

Collaboration – Working together, sharing expertise and supporting one another to achieve more.

Creativity & Innovation – Encouraging curiosity, fresh thinking and new ideas that make a positive difference.

Humility – Listening, learning from others and valuing every contribution.

Humour & Positivity – Creating welcoming environments where people enjoy working together.

Supportiveness & Trust – Building strong relationships through kindness, encouragement and mutual respect.

Part of Maritime Academy Trust

What you can expect as part of Maritime

As a colleague within Maritime Academy Trust, you will benefit from:

- ✓ A positive, inclusive and supportive working environment
- ✓ National terms and conditions
- ✓ High-quality professional development and Trust-wide learning opportunities
- ✓ Opportunities to collaborate with colleagues across our family of schools
- ✓ Clear career pathways and opportunities for progression
- ✓ A comprehensive package of staff benefits and wellbeing support

Together, we are creating exceptional schools where children flourish, colleagues are empowered to grow and everyone has the opportunity to make a meaningful difference.

Find out more about Maritime Academy Trust, our schools and careers on our [website](#).

Benefits & Wellbeing

Supporting you to thrive at Maritime

At Maritime Academy Trust, we know that our colleagues are at the heart of everything we do. We are committed to creating a positive and supportive environment where everyone feels valued, respected and able to do their best work.

We want every member of our team to feel they belong, have the support they need to thrive and enjoy a rewarding career with Maritime.

Our Maritime Offer

Reward and recognition

We believe in recognising the valuable contribution our colleagues make. As part of Maritime, you will benefit from nationally agreed pay scales, access to pension schemes and a range of benefits designed to support you and your family.

Supporting your wellbeing

Your wellbeing matters. We are committed to creating a workplace where colleagues feel supported, listened to and able to maintain a healthy work-life balance.

Our wellbeing approach includes practical support, trained colleagues and access to resources that help you look after your physical, emotional and financial wellbeing. Our commitment to colleague wellbeing has been recognised through the **Healthy Workplace Silver Award**.

Helping you grow

We believe everyone should have the opportunity to learn, develop and achieve their ambitions.

Through professional development, collaboration and opportunities to learn from colleagues across our Trust, we support you to continue growing throughout your career.

A community where you belong

When you join Maritime, you become part of a wider community of schools and colleagues who share ideas, celebrate success and support one another.

Our Maritime Behaviours — adaptability, creativity and innovation, humility and honesty, collaboration, humour and positivity, and supportiveness and trust — shape the way we work together every day.

Benefits & Wellbeing

Our Maritime Benefits

Your Maritime Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

National Terms & Conditions



Mental Health First Aiders



Enhanced maternity & paternity benefits



CPD & Progression opportunities



Early salary access & financial advice



Interest free Travel Work Loans



Access to face to face counselling sessions



Annual Flu Vaccinations



Eyecare Vouchers



Local Government & Teachers Pensions Schemes



Cycle to Work Scheme



Comprehensive Employee Assistance Programme



A place to belong and grow

Beyond individual benefits, we are committed to creating a workplace where people feel trusted, supported and empowered to make a difference.

Because when our people thrive, our pupils thrive.

Find out more about our benefits and wellbeing offer on the Maritime Academy Trust [website](#).

Growing Your Career at Maritime

Supporting you at every stage of your journey

At Maritime Academy Trust, we believe that every colleague has the potential to learn, grow and make a lasting difference.

Whether you are beginning your career, developing your expertise or preparing for your next step, we are committed to supporting you throughout your journey and providing opportunities to help you achieve your ambitions.

When you join Maritime, you become part of a learning community where colleagues share knowledge, collaborate across schools and support one another to succeed.

Opportunities to learn and develop

We believe that the best professional development happens when people learn with and from one another.

Through high-quality development opportunities, collaboration and support from colleagues across our Trust, we encourage everyone to continue building their skills, confidence and expertise.

As part of Maritime, you can access:

Professional development

Opportunities to develop your knowledge and skills through training, coaching, mentoring and learning opportunities that support you in your role.

Collaboration across our schools

The chance to share ideas, learn from colleagues and benefit from the expertise and experiences of our wider Maritime community.

Career pathways

Support to explore your strengths, develop new skills and take your next steps — whether that means deepening your expertise, taking on new responsibilities or exploring leadership opportunities.

Support at every career stage

From colleagues beginning their career in education through to experienced professionals, we are committed to helping everyone achieve their goals.

Growing Your Career at Maritime

Your career journey with Maritime

Everyone's career journey is different.

Across our schools and central team, we offer a wide range of opportunities for colleagues to develop, discover new possibilities and build rewarding careers in education.

From classroom roles and specialist opportunities to professional pathways and leadership development, Maritime provides the support and opportunities to help you grow.

Continue your journey with us

Whether you are ready for your next opportunity or simply exploring what is possible, you can discover more about careers at Maritime through our [Careers & Opportunities](#) pages.

Find out more about [career pathways](#) on the Maritime Academy Trust **website**.

Application Guidance

From application to appointment

We want our recruitment process to be clear, fair and welcoming. From the moment you discover an opportunity with us through to joining your new team, we will support you throughout every stage of your journey.

Before applying, we encourage you to explore our [Careers & Opportunities](#) pages to discover more about life at Maritime, our schools, our culture and the opportunities available.

Start your journey with Maritime and discover what it means to be part of our community.

1. Find your opportunity

Our current vacancies are advertised through MyNewTerm, where you will find full details about each role, including the job description, person specification, salary, working arrangements and closing date.

We encourage you to explore the candidate pack alongside the vacancy to learn more about the school, our culture and what makes Maritime a great place to work.

2. Submit your application

Applications should be completed through MyNewTerm.

Your application is your opportunity to share your experience, skills and motivation for joining us. Please use the job description and person specification to demonstrate how your experience matches the requirements of the role.

We welcome applications from people with a range of backgrounds and experiences. The skills you have developed through previous employment, volunteering or other experiences may all contribute to your success in the role.

3. Shortlisting

Applications are reviewed against the criteria outlined in the person specification.

We do not make assumptions about candidates' experience, so please ensure your application clearly demonstrates your relevant skills, knowledge and achievements.

As part of our safer recruitment process, online searches may be carried out for shortlisted candidates in line with Keeping Children Safe in Education (KCSIE) guidance.

We want interviews to be a two-way process. While we learn more about you, we also want you to have the opportunity to ask questions and discover whether Maritime is the right place for you.

Application Guidance

4. Interview

If you are shortlisted, we will contact you with details of the next stage.

Depending on the role, the interview process may include:

- A formal interview
- A practical task or activity
- An opportunity to meet members of the team and find out more about the school

We want interviews to be a two-way process. While we learn more about you, we also want you to have the opportunity to ask questions and discover whether Maritime is the right place for you.

5. Pre-employment checks

As part of our commitment to safeguarding children and young people, all appointments are subject to satisfactory pre-employment checks.

These may include:

- ✓ References
- ✓ Right to work verification
- ✓ Enhanced DBS checks (where applicable)
- ✓ Qualification checks (where applicable)
- ✓ Other safeguarding checks relevant to the role

6. Welcome to Maritime

Once your appointment is confirmed, we will support you as you begin your journey with us.

You will receive information about your induction and how we will help you settle into your new role and become part of your school community.

From your first day and throughout your career, you will be part of a Trust that values collaboration, supports development and encourages everyone to make a positive difference.

Our commitment to inclusion

We are committed to creating an inclusive recruitment process where everyone has the opportunity to succeed.

If you require any reasonable adjustments during the application or interview process, please let us know. We will work with you to ensure you can fully participate.

Maritime Academy Trust is committed to safer recruitment practices. Our recruitment process and pre-employment checks are carried out in accordance with Keeping Children Safe in Education (KCSIE) guidance and relevant safeguarding legislation.

Job Description

Job Title:	Occupational Therapist
Grade:	Medway PO1 points 27 - 31
School/Team:	Danecourt
Reporting To:	Therapy Team Leader/SLT/Headteacher
Direct Reports:	OT Technical Instructor

Purpose of Job:

- To assess, diagnose, treat and manage their own specialist caseload of pupils and maintain associated records.
- To provide specialist intervention and evaluate outcomes.
- To train and support the carers of pupils and participate in appropriate specialist training to other colleagues.
- To advise and provide support to other therapists/staff on Occupational Therapy issues, across the timetable and curriculum.
- To work alongside members of the Therapy team.
- To assist in supporting the work of assistants, pupils, volunteers and other staff working with the Therapy Team.
- To provide total commitment to the safeguarding of pupils and the provision of opportunities for all pupils.
- To lead on the manual handling within the school, including regular training and support for staff and providing suitable posture support and seating equipment for pupils and staff.

Specific Responsibilities:

Professional

- To be responsible for maintaining own competency to practise through CPD and maintain a portfolio which reflects personal development in order to maintain up to date HPC registration.
- To be accountable for own professional action and recognise and work within own professional boundaries, seeking advice and support as necessary.
- To demonstrate knowledge and practice within the specialist area and across the life of the school.
- To demonstrate clinical effectiveness by use of evidence based practice and outcome measures
- To be responsible for maintaining own competency to practise through CPD and maintain a portfolio which reflects personal development in order to maintain up to date HPC registration.
- To be accountable for own professional action and recognise and work within own professional boundaries, seeking advice and support as necessary.
- To demonstrate knowledge and practice within the specialist area and across the life of the school.
- To demonstrate clinical effectiveness by use of evidence based practice and outcome measures.
- To use knowledge to inform school/policy developments within their own specialist area.
- To keep up to date and develop strategies for implementing best practice in clinical areas relating to their own caseload.
- To contribute to the interagency/multidisciplinary team at the school.
- To acknowledge and work towards a social model of provision when meeting the needs of children and working with staff teams.

Job Description

Clinical:

- To be professionally and legally accountable for all aspects of own work including the management of patients on a given caseload.
- To write reports for families and relevant professionals that reflect knowledge of occupational therapy needs.
- To attend and provide reports for Annual Reviews, case conferences, other professionals and supporting evidence, as required.
- Based on thorough assessment and evaluation, to develop specialised packages of intervention, in conjunction with teaching staff, parents/carers, and therapists.
- To monitor the progress of treatment programmes and modify as necessary.
- **To** respect the confidentiality of all school and pupil information.
- To refer to other specialist services as appropriate.
- To make appropriate clinical decisions following assessment and seek advice from other Occupational Therapists where necessary, including recognising potential breakdown.
- To demonstrate the ability to reflect on practice with the SLT/Leadership group.
- To support and supervise the work of occupational therapy students/assistants and volunteers.
- To assess, monitor and request basic seating and/or manual handling equipment.
- To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained-including equipment loans to pupils.

Knowledge/Training:

- To prioritise and manage caseload as directed by the school.
- To participate in the development and delivery of specialist training of school staff.
- To provide specialist advice to other parties as appropriate.
- To explain the role of Occupational Therapy within school.
- To identify training needs within the Teaching team, and other cohorts across the school.
- To demonstrate understanding of the basic principles of postural management and to facilitate functional ability through the use of postural management equipment.
- To demonstrate a working knowledge of relevant statutory procedures including: safeguarding children, SEND procedures, and other legal requirements.
- To make thorough assessments to support recommendations for provision of basic postural equipment. To manage own time effectively and demonstrate an ability to prioritise tasks.
- To demonstrate the ability to reflect on and evaluate training provided.
- To advise on occupational therapy targets and strategies throughout the school day.

Administrative:

- To undertake general administrative and pupil related administrative tasks in line with school requirements and school policies.
- To maintain pupil records in accordance with British Association of Occupational Therapists professional standards.
- To provide accurate statistical information as required.

To produce reports reflecting specialist knowledge regarding pupil needs and devise care plans.

Job Description

Communication and Working Relationships:

- To work closely, communicate regularly and seek advice from all stakeholders including NHS OT and Physiotherapists, school Paediatricians and Nurses, as well as working effectively with parents.
- To work closely and effectively with Teachers and Teaching colleagues to share knowledge and strategies to contribute to children's personalised curriculum's in class.
- To work alongside other Occupational Therapy colleagues providing support and professional exchange of ideas and experience.
- To attend appropriate meetings with the Occupational Therapy Service and school.
- To contribute to specialist clinical teams by discussing own and others input around pupil needs, ensuring a well co-ordinated care plan.
- To communicate findings relating to evidence provided from assessment about pupils to carers, families and members of the multidisciplinary team/other professionals.
- To work closely with pupils, carers and families, agreeing decision making relevant to the pupil's management.
- To demonstrate empathy with pupils, carers and families and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- To demonstrate skills in motivating pupils and carers to engage in the therapeutic process. To demonstrate negotiation skills in the management of conflict across a range of situations. To employ excellent verbal and written communication skills.

Therapy:

- To assess, diagnose and manage pupil's needs with regard to occupational therapy.
- To maintain relevant occupational therapy records.
- To produce occupational therapy reports as appropriate.
- To have an overview of and review and feedback on pupils' posture and seating plans with teachers and members of SLT.
- To attend, when appropriate Annual Review Meetings and multidisciplinary meetings, as and when required.
- To train and school staff and other colleagues in occupational therapy and manual handling as appropriate.
- To maintain links with carers/parents in regard to occupational therapy and manual handling issues.
- To liaise and work alongside cover staff, support staff, assistants and volunteers.
- To maintain use of equipment.

General

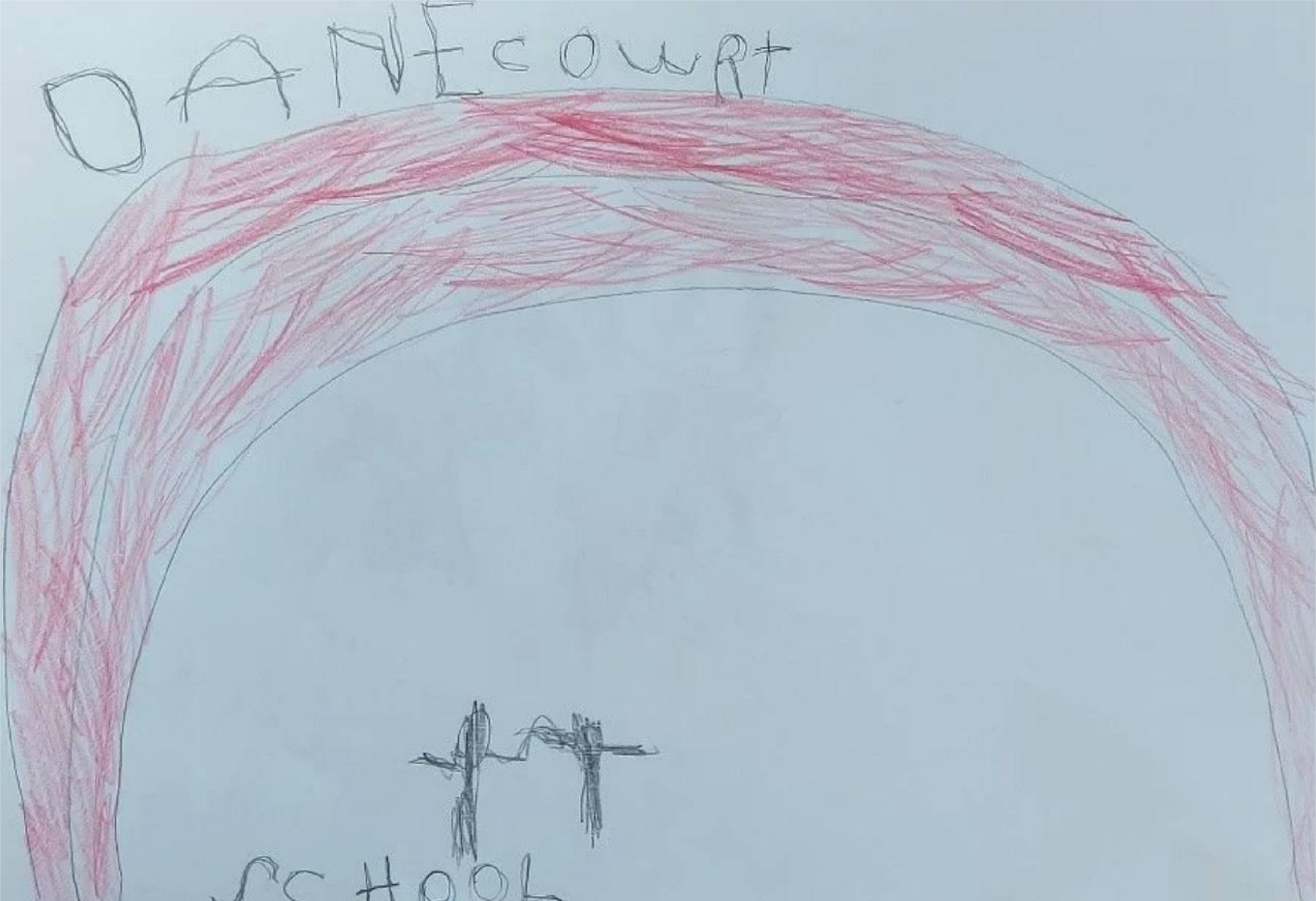
- To undertake any other work appropriate to the level and general nature of the post's duties.
- To undertake all duties with due regard to the provisions of health and safety regulations and legislation, the Trust's Equal Opportunities, Data Protection and statutory obligations in respect of safeguarding children

Person Specification

Job Title:	Occupational Therapist
Grade:	Medway PO1 points 27 - 31
Academy/Team:	Danecourt School

Method of Assessment: AF = Application Form, T = Test, P = Presentation, I = Interview

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.



Contact Us



[@DanecourtSchool](#)



[@Danecourt-School](#)



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01634 232 589



Please apply online via
the link below



<https://mynewterm.com/jobs/142266/EDV-2026-DS-41275>



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[@MaritimeAcademyTrust](#)



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