

# Your Journey with UKAT

Unique People, Shared Vision

## Head of Specialist Resource Provision Chatham Grammar



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# WELCOME TO UKAT



The University of Kent Academies Trust (UKAT) is an established multi academy trust (MAT) that has two secondary academies, Chatham Grammar and Brompton Academy. Chatham Grammar is a selective year 11 – 19 girls academy and Brompton Academy is a year 11 - 19 mixed comprehensive. In addition to the two secondary schools, UKAT offers a unique educational provision called the UKAT Sixth Form which is shared across the two academies.

The Trust works creatively and collaboratively across all learning platforms, driving a distinct culture and ethos that encourages growth and performance in a dynamic and equitable way for all students and the wider community.

UKAT offers all students a unique educational experience where students feel inspired, enthused, encouraged, supported and nurtured to reach above and beyond their learning milestones.

We are ambitious and courageous, as we want young people to aspire to reach their goals and aspirations beyond any limitations they might perceive to exist

# WHO ARE WE



## UKAT's journey so far

2017	UKAT established, building on the strong foundations of our partnership with the University of Kent
2018-2023	Growth across our schools, embedding high standards and inclusive practice
February 2024	Allan Osborne joins UKAT as Chief Executive Officer, bringing renewed vision and leadership
November 2024	All UKAT academies are graded as Good schools by Ofsted, recognising high quality of education.
September 2025	UKAT 30, our refreshed Vision and Values framework is launched, setting the course for the next decade.
Future	Continued growth and innovation, strengthening our inclusive, high-quality education offer across all schools.

## UKAT's values & Mission

- Working Together
- Outward Facing
- True to Ourselves
- Being Reflective
- Everyone Counts
- Going the Extra mile
- Visionary Thinking



**UKAT enriches its communities through an empowering, inclusive, and inspirational educational vision.**

# WHY JOIN UKAT?



**Emma Mundy**  
Deputy Subject Leader

I enjoy the fact that the trust is relatively small in number of schools, and I enjoy that the working relationship with Brompton Academy is mutually beneficial. I also like the link to the University of Kent, with it being able to provide opportunities for students in gaining higher education experience.

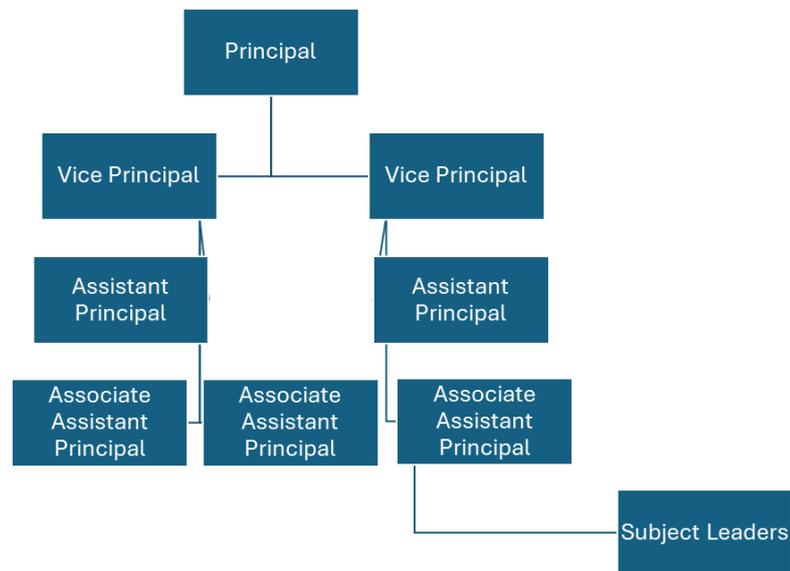
I appreciate the challenges that come with my role at UKAT, as they push me to grow professionally and develop new skills. I enjoy problem-solving and finding effective solutions, which keeps my work engaging and rewarding.



**Penny Walshe**  
Head of People

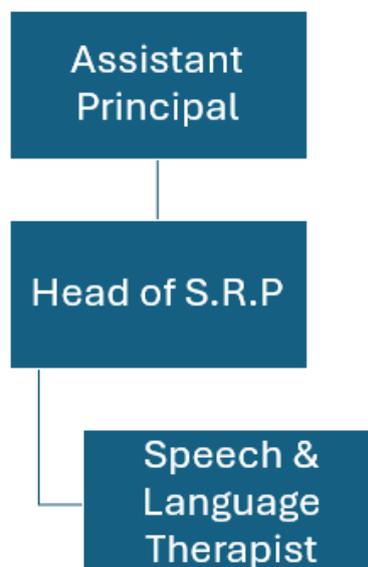
# LIFE AT UKAT

## Chatham Grammar Strategic Leadership Team



### Specialist Resource Provision

2026



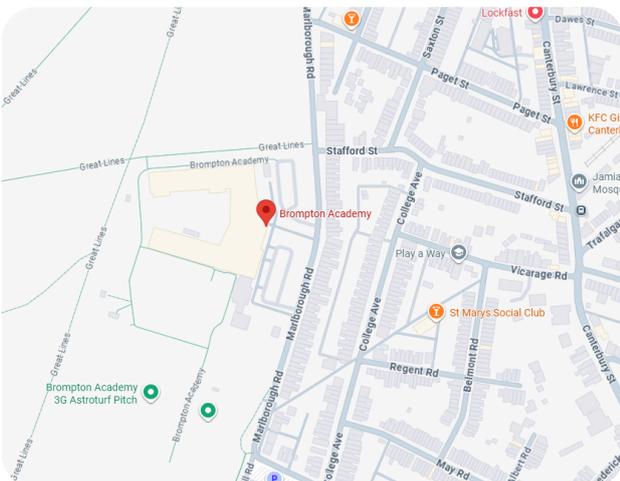
# OUR COMMUNITY



## Brompton Academy

At Brompton Academy, we are proud to be a highly oversubscribed secondary school at the heart of the Medway community, dedicated to “Transforming Lives Through Learning.” Guided by our REACH values — Resilience, Equality, Aspiration, Community and Happiness.

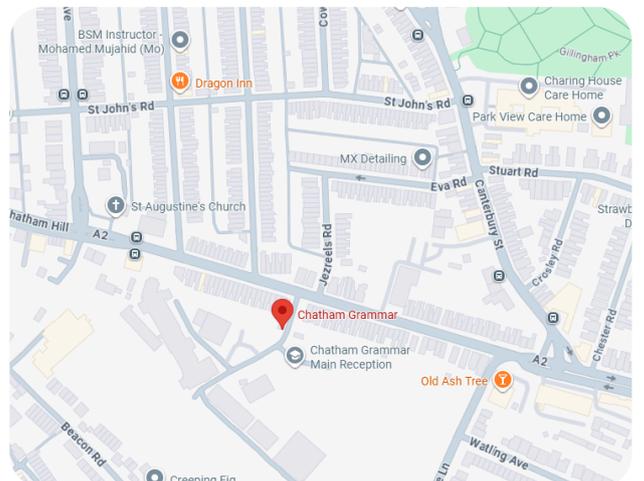
We foster a caring, supportive, and aspirational environment where students are encouraged to excel both academically and personally. With high expectations, a broad and balanced knowledge-rich curriculum, innovative use of technology, and an extensive careers and extra-curricular programme, we equip our students with the skills, confidence, and sense of belonging they need to thrive in today's world and succeed in tomorrow's.



## Chatham Grammar

Chatham Grammar (CG) is a selective 11–19 girls' academy, with a mixed sixth form, sponsored by the University of Kent. From September 2026, CG will begin its transition to a fully co-educational academy by welcoming boys into Year 7.

Driven by Ambition, CG is committed to inspiring every student to achieve their potential. As part of UKAT, students benefit from unique opportunities with the University, including mentoring from student ambassadors, visits to campus, curriculum programmes, international links, and a wide range of enrichment experiences that support both academic and personal development.



# YOUR ROLE IN OUR JOURNEY

Dear Candidate,

Welcome to Chatham Grammar, a school driven by ambition, founded on excellence, and committed to nurturing the talents and aspirations of every young person. We are proud to be a school that champions high academic standards, personal development, and a supportive, inclusive community. With a rich heritage and a forward-thinking ethos, Chatham Grammar is a place where all students are inspired to achieve their full potential.

Thank you for your interest in the position of Head of Specialist Resource Provision (Autism). This is a significant and exciting opportunity to lead the development of a new Specialist Resource Provision (SRP) for pupils with Autism Spectrum Disorder, opening in September 2026 in partnership with Medway Council.

This role offers a unique chance to shape and establish a provision from its inception, growing from an initial cohort of 5 pupils to a fully developed provision of 30 pupils. As a key leader within the school, you will play a central role in ensuring that students with autism are supported to thrive academically, socially and emotionally, while accessing a broad and ambitious mainstream curriculum.

Chatham Grammar is entering an exciting phase of development as we move from a girls' grammar school with a mixed sixth form to a fully co-educational school in September 2026. Alongside this, the introduction of the SRP reflects our deep commitment to inclusion and to meeting the needs of all learners within our community.

We are seeking an outstanding practitioner and leader with a strong commitment to SEND and inclusive education. You will have the vision, expertise and determination to build a centre of excellence for autism provision, while also supporting whole-school development through training, collaboration and leadership.

Students at Chatham Grammar are proud to be part of our school and value the opportunities we provide, both within and beyond the classroom. You will join a dedicated and collegiate leadership team, united by a shared ambition to deliver exceptional outcomes for all students.

This role offers the opportunity to make a profound and lasting difference to the lives of young people and their families. If you are inspired by the opportunity to lead, innovate and shape an inclusive provision within a forward-thinking school, we would be delighted to hear from you.

Yours Faithfully,

Wendy Walters  
Principal

# REWARDS AND BENEFITS

At UKAT, we believe our people are our greatest strength. That's why we are committed to recognising, rewarding, and supporting every new colleagues both in their professional journey and personal wellbeing.

When you join UKAT, you can expect

 Financial Wellbeing	 Health & Wellbeing Support	 Career Development & Progression	 Lifestyle & Work Environment
Generous Employer Pension Contributions	Benenden Health Care	Directed time for CPD	Modern & Well Equipped Buildings
Competitive Salaries	Free counselling & wellbeing support	Dedicated staff development days	Relocation package
Free Retirement Planning	Specsavers Eye Care	Funding available for individual training plans	Apple Technology & Equipment
Interest free staff loan scheme	Cycle to work scheme	Leadership development programmes	Free Parking
Interest free travel loans	On-site gym access	Apprenticeships at every level	On-Site Electric Car charging
Discounted bus travel in Medway area	Physical Health Wellbeing guidance	Coaching & Mentoring	Discounted rates for on-site charging
Employee referral scheme	Employee Thrive Day	Individual Career Growth Plans	Excellent public transport links

# JOB DESCRIPTION

## Head of Specialist Resource Provision

**Responsible to:** Assistant Principal

**Responsible for:** SRP staff, including Teachers, Teaching Assistants & Support Staff

**Salary:** UKAT Teacher Pay Scale + TRP 2b (rising incrementally to TRP 1b over 5 years)

### Purpose and Vision

The primary focus of this role is to design, lead and embed a high-quality Specialist Resource Provision (SRP) for pupils with Autism Spectrum Disorder (ASD) at Chatham Grammar. The postholder will ensure that pupils receive an inclusive, ambitious and supportive education, enabling them to access the mainstream curriculum alongside tailored specialist provision.

The role will establish a centre of excellence for autism practice across the school, promoting inclusion, wellbeing, and high achievement. The SRP will grow incrementally from an initial cohort of 5 pupils in September 2026 to a maximum capacity of 30 pupils.

### Core Responsibilities

- Lead the development and implementation of the Autism SRP with a clear, ambitious vision focused on inclusion, progress and wellbeing.
- Establish and promote a positive, inclusive ethos across the school for pupils with SEND, particularly autism.
- Contribute to the Academy's high standards through teaching (initially approximately 50% timetable), reducing as the SRP grows.
- Create a safe, structured and nurturing learning environment with high expectations for behaviour and achievement.
- Motivate and support staff and students to achieve excellent outcomes.
- Contribute to whole-school improvement planning and ensure alignment with the School Improvement Plan.
- Manage resources and budgets within the SRP effectively, ensuring value for money.
- Engage in quality assurance, performance management and monitoring activities to ensure accountability and continuous improvement.
- Comply with statutory safeguarding, SEND and Health & Safety requirements at all times.
- Participate in school events, parent/carers engagement activities and wider school life.
- Carry out any other reasonable duties as directed by the Principal or Senior Leadership Team.

# JOB DESCRIPTION

## **Head of SRP specific responsibilities**

- Lead the strategic development of the Specialist Resource Provision, establishing systems, structures and best practice.
- Line manage and develop SRP staff, ensuring high-quality teaching and effective support for pupils.
- Deliver and oversee specialist teaching for pupils with autism, adapting curriculum and pedagogy to meet diverse needs.
- Develop and implement personalised learning plans and targeted interventions for pupils with ASD.
- Ensure pupils are supported to access mainstream lessons where appropriate, promoting inclusion across the school.
- Support pupils' communication, sensory, emotional and behavioural needs through evidence-based strategies.
- Work closely with parents, carers and families to build strong partnerships that support pupil progress and wellbeing.
- Coordinate multi-agency support, including working with:
  - Educational Psychologists
  - Speech and Language Therapists
  - Occupational Therapists
- Lead EHCP annual reviews and ensure compliance with SEND legislation and local authority expectations.
- Monitor and evaluate student progress, attendance and wellbeing, ensuring high expectations and outcomes.
- Provide training, coaching and guidance for staff on autism-friendly practice and inclusive teaching.
- Promote a whole-school understanding of autism and inclusive approaches.
- Prepare reports for senior leaders and governors on the impact and development of the SRP.
- Support the phased growth of the SRP from 5 pupils to full capacity of 30 pupils.

# WHAT ARE WE LOOKING FOR?

## Head of Specialist Resource Provision – Person Specification

Please note it is not essential for candidates to have all the experience, skills and qualifications listed in this person specification, this should not prevent prospective candidates from applying for the post. However, candidates will be able to demonstrate their abilities against the Person Specification through the application, assessment, interview, and reference process

Key Area	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> <li>Honours Degree and / or post graduate qualification e.g. Masters/PHD.</li> <li>Qualified Teacher Status.</li> <li>SENCO qualification</li> <li>Evidence of ongoing professional learning (CPD) in SEND/Autism</li> </ul>	<ul style="list-style-type: none"> <li>Postgraduate qualification in SEND or autism</li> <li>Specialist training in behaviour support or sensory integration</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience teaching pupils with <u>Autism Spectrum Disorder</u>.</li> <li>Leadership and/or management experience.</li> <li>Strong understanding of SEND legislation and EHCP processes.</li> <li>Evidence of supporting pupil progress and inclusion.</li> <li>Experience of working collaboratively with staff and external professionals.</li> </ul>	<ul style="list-style-type: none"> <li>Experience leading a Specialist Resource Provision or autism base.</li> <li>Experience of multi-agency coordination.</li> <li>Experience of managing staff and/or budgets.</li> </ul>
Knowledge, skills and abilities	<ul style="list-style-type: none"> <li>Excellent classroom practitioner with strong inclusive teaching strategies.</li> <li>Strong knowledge of autism and effective intervention approaches.</li> <li>Ability to lead, motivate and develop staff.</li> <li>Excellent communication and interpersonal skills.</li> <li>Ability to analyse data and monitor pupil progress effectively.</li> <li>Ability to work collaboratively with families, staff and external agencies.</li> <li>High expectations of students and commitment to inclusion.</li> <li>Ability to manage change and develop new provision.</li> <li>Commitment to safeguarding and student wellbeing.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of current developments in SEND and autism education.</li> <li>Experience delivering staff training and whole-school CPD.</li> <li>Understanding of sensory integration and behaviour support strategies.</li> </ul>
General	<ul style="list-style-type: none"> <li>Commitment to the vision, values and inclusive ethos of the school and Trust.</li> <li>Commitment to equality, diversity and inclusion.</li> <li>A strong belief in enabling all pupils to achieve and thrive within a mainstream setting.</li> </ul>	

# HOW TO APPLY



At UKAT, we are committed to a fair and transparent recruitment process.

If you are interested in joining our team, please follow the steps below to apply.

## APPLICATION PROCESS

- All applicants must complete an official UKAT application form – we are unable to accept CVs as part of our recruitment process.
- Applications should be submitted via the UKAT My New Term Portal. Please visit the portal at <https://mynewterm.com/trust/The-University-of-Kent-Academies-Trust/136107>
- Ensure you carefully read the job description and person specification before completing your application.

## ADDITIONAL OPPORTUNITIES

We understand that choosing the right role is an important decision. That's why we offer additional ways to get to know us:

- Experience Days – Spend time in our schools to see what it's like to work at UKAT.
- Join Our Unique Futures Network– If you're interested in working with us but can't see a suitable vacancy right now, you can register your interest for future opportunities via the Talent Pool in My New Term.

For further details or to ask any questions, please contact [recruitment@ukat.org](mailto:recruitment@ukat.org) – we look forward to hearing from you!

