



**Saint George's**  
Church of England School

**WORKING AT SAINT GEORGE'S C OF E SCHOOL**

# Join our Team



For Appointment of:  
Specialist SEND Teacher



Diocese of  
**Rochester**



PROUD TO BE  
**Aletheia**  
Academies Trust



## Welcome from Executive Headteacher Simon Murphy

Thank you for your interest in this role at Saint George's Church of England School. I hope the information within gives you an insight into our all-through school and the unique opportunity this position offers.

As a founding member of the Aletheia Academies Trust, our vision is rooted in a determination to improve the life chances of local children. The Trust provides outstanding opportunities for our primary and secondary based staff to connect with others, share good practice, improve their teaching, and develop their own career pathway.

Saint George's is thriving. All stakeholders including governors, parents, staff and pupils work exceptionally hard to create a warm, welcoming and inclusive atmosphere in a school which boasts a fantastic sense of community, continuously improves outcomes for children and families, and holds tightly to its Christian vision and values.

As an all-through school, that sense of community is all the more palpable and I feel very privileged, alongside my colleagues, to see pupils learn and develop from reception classes through to our excellent 6th Form provision.

We look forward to receiving your application and welcoming you to Saint George's.



## Welcome from Head of Secondary Phase Matt Lillie

Thank you for taking the time to consider a post at Saint George's. We are immensely proud to be a Church of England school and committed to serving the local community of Gravesham. As an all through school we have the rare privilege of seeing our pupils develop from the age of 4 right up until they reach 19. Improving life chances for local children is at the heart of what we do and something that drives us to continually improve.

Pupils at Saint George's achieve well and are supported by a deeply committed and caring staff body many of whom were once pupils at the school themselves. We pride ourselves on being a highly inclusive school and this is supported by our pastoral and SEND teams who are passionate about inclusion. We seek to encourage every child to find and develop their talents and as such our curriculum is broad, allowing pupils to find the subject that they are passionate about. This is supported by a wide extra-curricular offer including the Duke of Edinburgh Award, an extensive range of sports, creative and performing arts and much more.

If this sounds like a community that you would be excited to join, then I look forward to receiving your application.

# Saint George's Church of England All Through School



We consider our school to be highly inclusive, welcoming students of all backgrounds and beliefs, unified by our commitment to their well-being and sense of achievement.

Saint George's has developed a reputation as a high achieving school providing excellent outcomes for all students academically and in terms of their personal growth. We have exceptionally high expectations of how our students behave, speak, and present themselves. This is underpinned by our Christian values, our worship and school ethos. Everyone who wishes to learn is welcome.

Our motto **'All Different, All Equal, All Flourishing'** emphasises our Christian belief that the God-given talents of all students should be encouraged and developed, recognising, and valuing their unique worth.

We have had a long-held belief in the potential of an all-through school to further enhance the educational provision on our site. We are delighted that this vision has now become a reality for Saint George's. A shared philosophy ensures that there is greater consistency around expectations, ethos and pedagogy which eliminates any unsettling transition between the primary and secondary phases. We facilitate teachers working together in the primary and secondary phases which raises aspirations still further and ensures that children are not able to fall through the gaps. Our primary pupils benefit from having specialist subject staff available and economies of scale allow greater spending on teaching and learning and the sharing of specialist and enhanced facilities for all pupils.

At Saint George's, we strive for all students to have learnt new skills, to have developed their talents and with this, a love of learning; making them confident, articulate, sensitive and caring citizens for the future.



**"Visitors most often comment upon the profound sense of community within the school."**



# Job Description

Job Title	Specialist SEND Teacher
Location	Gravesend, Kent
Duration	Permanent
Work Hours	Full-time
Reporting to	SENDCo
Salary	MPS
Pension	Teachers' Pension Scheme



## About the Role

Job purpose:

This is a great opportunity for someone who is passionate about seeing all pupils flourish and to transform pupils' literacy and numeracy across our highly inclusive all-through setting. We are seeking to appoint a primary trained teacher (or secondary trained for the right candidate) to deliver a highly adapted curriculum in English, Maths, and Science to pupils with identified SEND in Years 7–9 and to support literacy and numeracy intervention in Years 5 and 6.

The postholder will be supported by our fantastic SEND team and our curriculum leaders across the phases to design and deliver lessons that fill learning gaps, raise attainment, and provide structured regulation support for pupils who struggle with transitions or emotional regulation. They will work closely with the secondary based SENDCo and the Year 5 and 6 phase leader to ensure personalised provision, monitor progress, and support the overall SEND strategy of the school.

We want our pupils who are currently struggling to access their lesson content and to quickly gain confidence, self-belief and self-efficacy in all aspects of literacy and numeracy. We are an inclusive school that sees pupils joining in lessons across all phases with some carefully built in time for those who need some extra support; this role is key to that support.

There are some excellent opportunities for career development for the successful candidate, who will be joining a school and Trust who are highly committed to serving local children and families, regardless of need or start point, with real care and excellence.

## Key Responsibilities

### Teaching & Learning

- ✦ Plan and deliver bespoke, scaffolded lessons in KS3 English, Maths, and Science for pupils who are working below their chronological age expectations in line with 5 Cs core principles
- ✦ Design, develop, and adapt schemes of work that meet the needs of learners with complex SEND needs
- ✦ Use key primary phase pedagogies, adapted for secondary-age learners, to help bridge learning gaps
- ✦ Provide targeted small group intervention to improve knowledge, skill, engagement and progress in core subjects in years 5-9

### Regulation & Transition Support (By invitation)

- ✦ Lead daily morning regulation sessions (08:30–09:00) for pupils needing support in transition from home to school to access learning
- ✦ Deliver afternoon transition sessions (14:00–14:10) to support pupils moving from lunch to lessons
- ✦ Use structured approaches to support emotional regulation, routines, and readiness for learning
- ✦ Identify pupils who need targeted support in consultation with the SENDCo
- ✦ Maintain brief records of interventions to inform progress tracking and EHCP reviews

### Assessment, Planning & Monitoring

- ✦ Conduct diagnostic baseline assessments for SEND pupils in specialist classes
- ✦ Develop and maintain Individual Learning Plans (ILPs) with clear, measurable targets
- ✦ Track and analyse progress in core subjects, reporting regularly to the secondary phase SENDCo
- ✦ Liaise with our Literacy Lead to create exciting and meaningful intervention strategies for key pupils
- ✦ Adapt lesson plans and interventions based on ongoing assessment

### Parental Engagement

- ✦ Meet with parents/carers at parents' evening events to discuss strategies, and progress
- ✦ Communicate effectively regarding individual Learning P targets, behaviour support plans, and academic progress

### Additional Responsibilities

- ✦ Participate in department and whole staff meetings, INSET, and relevant professional development
- ✦ Support the school's inclusive and caring ethos and maintain high standards of professional conduct
- ✦ Opportunities to support individual year 10 and 11 pupils with literacy and numeracy for the right candidate



## Essential

- Qualified Teacher Status (QTS)
- Primary teaching experience
- Experience teaching pupils with mainstream SEND issues (Cognition & Learning, ASD, SEMH)
- Strong subject knowledge in KS2 English and Maths
- Ability to design and deliver differentiated, scaffolded lessons
- Excellent behaviour management and classroom organisation
- Commitment to working collaboratively within a SEND team

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## Desirable

- Specialist SEN qualification (or willingness to undertake)
- Experience of teaching Science to KS2/KS3 SEN pupils
- Knowledge of pre-GCSE or Functional Skills pathways
- Experience supporting pupils with transition and regulation difficulties

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# How to Apply



If you are interested in this position and would like to have a more detailed conversation or arrange a visit to the school before making the decision to apply for the post, please contact:

**The People and Culture Team**

**[HR@aletheiatrust.org.uk](mailto:HR@aletheiatrust.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](#).**



# Contact Us

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