



panoramic
ASSOCIATES



Secondary and Post 16 Teacher

April 2025

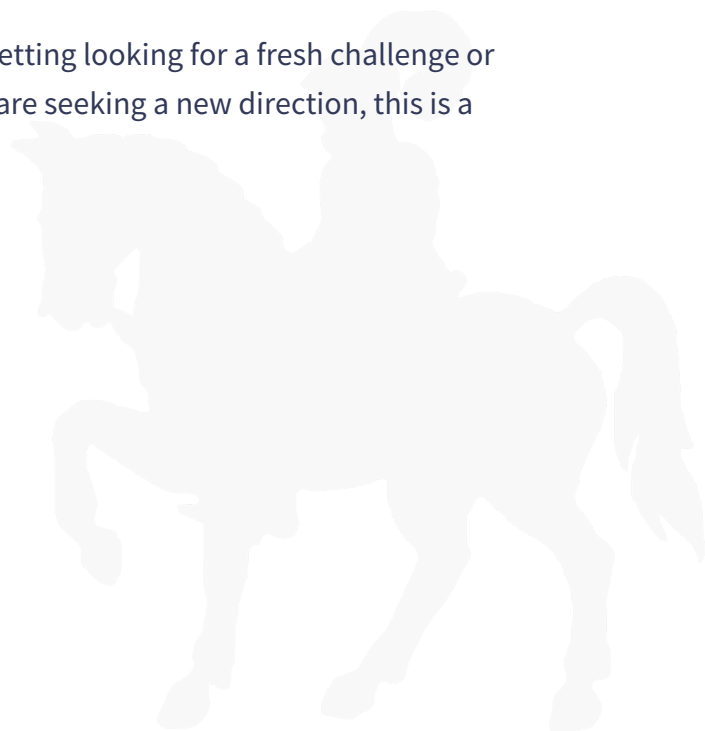
Looking for a Career That Truly Makes a Difference?

Thank you for visiting our school page! Whether you're browsing job opportunities or actively searching for an exciting new role for September 2025, we're delighted you're here. What you'll read below is just a glimpse into what makes **Alderman Knight School** such an inspiring and rewarding place to work. By the time you finish, we hope you'll be eager to explore our current career opportunities!

Why Alderman Knight?

Alderman Knight is a special school, with a unique approach. The school is based in **Tewkesbury, Gloucestershire**—easily accessible from Junction 9 of the M5. But what truly sets us apart isn't our location—it's our people, our passion, and our purpose.

Whether you're a teacher working in a mainstream setting looking for a fresh challenge or you are already working in a special school and you are seeking a new direction, this is a place where you can thrive.



What Makes Us Different?

- **Our Purpose Built approach and Site-**

We have 242 pupils aged from 7 to 19 years, across KS2 to KS5, supported by 108 dedicated staff. In our purpose built environment, and supported by passionate and dedicated staff, they are able to achieve highly and every day they exceed their own and their families expectations.

- **A Supportive & Nurturing Environment-**

Every pupil at our school has previously attended a mainstream setting but needed a more personalised approach. Our pupils are neurodiverse, with a range of special educational needs and disabilities. All share a love for learning. With the right environment and dedicated, talented staff, they thrive, exceed expectations, and achieve incredible success.

- **High Aspirations, Outstanding Outcomes-**

Pupils at Alderman Knight achieve exceptionally well, with many earning GCSEs and other qualifications that support their progression into further education, apprenticeships, internships, or employment.

- **A Team That Loves What They Do-**

Staff asked what makes the team special, have summed it up perfectly:

- 'There is an incredible team of staff who work together tirelessly, to ensure aspirations and outcomes for pupils are second to none.'
- 'The staff truly look out for each other and are dedicated to providing the best support possible for our whole school community.'
- 'There is a real sense of community and AKS has really helped to grow my career.'

- **Ofsted wrote in April 2024-**

'Alderman Knight is an exceptional school. Adults place the needs of the child at the heart of all they do. Pupils flourish at this school and are proud to be part of it. Staff create an atmosphere that is warm, calm and productive.'

Do I Need Special School Experience?

Absolutely not! If you're working in a mainstream setting and are looking for a fulfilling role, or you are already in a specialist setting but are looking for a new and different challenge, Alderman Knight could be the perfect fit. Many of our staff have made the move from mainstream and have never looked back!

What we do need are educators who are:

- Passionate about making a real impact
- Motivated to help young people with SEND achieve their full potential
- Effective communicators and have the confidence and willingness to work with the whole school community and wish to become involved in all aspects of school life.

Join a Team That Invests in You!

At Alderman Knight, we believe that when our staff grow, our pupils thrive. That's why we provide:

- High-quality CPD to develop your expertise
- Opportunities to progress and take on leadership roles
- A supportive, energetic team with high expectations and even higher rewards

Explore Your Future at Alderman Knight!

Ready to take the next step? Come and join a school where being part of our team, is more than a job—it's a life-changing experience!

Best wishes,



Clare Steel

CLARE STEEL
Headteacher

The Role

Alderman Knight School is looking for a dedicated teacher to deliver ASDAN Employability up to Level 2 and a wide range of Preparation for Adulthood and Work-Related Learning lessons across KS4 and KS5. You will be working with pupils who are at various levels of ability, though many are able to access GCSE courses at KS4 and KS5.

The pupils at Alderman Knight School often work below age-related expectations but show a keen enthusiasm for learning. Your role will be key in ensuring that they have access to a curriculum that prepares them for their future. As a teacher, you will play a pivotal role in building confidence, resilience, and independence in pupils, empowering them to achieve their potential.

What We're Looking For

We are seeking a teacher who is:

- Is passionate about teaching ASDAN Employability and Preparation for Adulthood/Work-Related Learning to pupils across KS4 and KS5.
- Has the ability to differentiate lessons and adapt teaching strategies to meet the individual needs of pupils, enabling them to make progress.
- Is dedicated to supporting pupils with additional needs and can help build their confidence and resilience.
- Can design engaging lessons that enable pupils to build on their strengths and address areas where they may need additional support.
- Is enthusiastic and willing to contribute to the wider life of the school, including supporting pupils' personal and social development.
- Does not require special school experience, but must be passionate about helping pupils succeed, regardless of their starting point.

Why Alderman Knight School?

Joining Alderman Knight School means being part of a school community that truly values its staff. You will be joining a team of motivated and energetic professionals, all of whom share a commitment to making a real difference to the lives of their students. At Alderman Knight, teaching is often described as more than just a job-it's a vocation.

Benefits of joining the school include:

- A supportive atmosphere: A close-knit team where collaboration and teamwork are at the heart of everything we do.
- Professional development: We are committed to supporting staff through high-quality CPD and opportunities to work across different key stages.
- Well-being support: The school places great emphasis on staff well-being, ensuring a rewarding environment for personal and professional growth.

Additional Benefits:

- Membership in the Teachers' Pension Scheme
- Health and well-being support, including access to an Employee Assistance Programme
- Convenient location, easily accessible from the M5 and near the Cotswolds, with excellent local amenities and shopping facilities
- On-site parking
- Cycle-to-work scheme

Job Description

Post Title:	Secondary and Post 16 Teacher
Report to:	Line Manager as designated by Headteacher
Salary:	MPS/ UPS + SEN 1 point
Contract:	Full-time, permanent

Please note: The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document.

Purpose of Job

To provide high quality teaching and learning experiences that enables all children to thrive. This will be achieved through focused teaching and work across the school and by being a group tutor undertaking pastoral and associated duties and responsibilities in respect to the children within the designated tutor group.

The post holder will therefore be required:

- To teach children with a wide range of special educational needs.
- As a class teacher and tutor, to undertake related pastoral and administrative duties and be responsible for the well-being and behaviour management of the class and to liaise regularly with the link Pastoral Assistant headteacher.
- To work with and advise the senior team and other teachers as appropriate on the preparation, development and delivery of a broad, balanced and relevant curriculum and associated activities tailored to meet the wide-ranging needs of pupils across the school.

Responsible to: The Headteacher in the first instance:

- The post holder will work closely with the subject leaders for all subjects for which there is a teaching commitment.

Responsibility for other staff:

- The post holder will have responsibility for deploying appropriately and directing the work of teaching assistants and any other personnel working within the class.

Main Duties and Responsibilities as a Class Teacher & Tutor

TEACHING AND LEARNING

- To undertake a teaching timetable as required by the Headteacher.
- To support curriculum developments across the school and participate in the development of schemes of work, materials and resources as required to meet the needs of the children across the school and within individual teaching groups.
- To plan and prepare engaging lessons effectively to ensure they meet the needs of the children within the group.
- To deliver lessons in an enthusiastic and imaginative way so as to engage and motivate all pupils.
- To teach according to pupils' individual educational needs including the setting and marking of work so facilitating positive pupil development.
- To organise the classroom and learning resources to create a positive learning environment
- To assess record and report on the development, progress and attainment of children within the teaching group.

- To ensure whole school monitoring and evaluation procedures are supported and the progress of pupils within the teaching group is effectively tracked and appropriate action taken if necessary.
- Set and monitor appropriate homework to consolidate learning in the classroom.
- To use a variety of teaching strategies, including practical activities, work-related learning, and life skills development.
- Support students in developing employability skills such as teamwork, communication, problem solving and workplace behaviour.
- Provide real-world learning opportunities, including employer engagement, enterprise projects and community-based projects.
- Work with students to develop their personal and social skills, including budgeting, travel and community awareness.

GENERAL

- To promote the general progress and well-being of individual children and of any class or group of children with which they are working.
- To maintain and promote high standards of conduct and behaviour at all times across the school and in line with school policy.
- To monitor attendance and take action as appropriate.
- To manage the EHCP review process for pupils in your tutor group supported by the SENDCo, EHCP admin co-ordinator and pastoral staff.
- To provide or contribute to oral and written assessments, reports and references relating to individual children or groups of children as required including profiles, individual education plans and annual reviews.
- To liaise and communicate effectively with all staff within the school, parents/ carers, governors and external agencies as required. This will involve written and verbal communication and meetings in respect of the duties and responsibilities of the post and will ensure effective sharing of information that will support the teaching and learning of all pupils in the school.

- To play a part in school assemblies, school events and activities.
- To carry out supervision of pupils as detailed by the Headteacher.
- To be involved in contributing to whole school monitoring and evaluation of provision.
- Foster pupils' independence, confidence and self-advocacy skills.

STAFF DEVELOPMENT/ TRAINING/ REVIEWS/ MEETINGS

- To take part and contribute to team meetings and staff meetings as required.
- To participate in whole school and key stage events.
- To be involved in the school's on-going self-evaluation of its effectiveness and monitor and evaluate methods of teaching and programmes of work accordingly.
- To participate if required in any scheme of staff development and performance review.
- To participate, as appropriate in further training and professional development.
- To work with staff across the school on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral programmes.
- To be familiar with and take appropriate action relating to information provided through the staff handbook and school policy documents.

It is intended that these job details give an overview of the duties and responsibilities of the post holder although clearly they do not as they stand, define all tasks within the role. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use directed time appropriately, and have regard for the School teachers' pay and conditions document.

In addition, the job details are not necessarily a comprehensive definition of the post and the teacher maybe required to undertake such other tasks appropriate to the level of the appointment as required by the Headteacher.

April 2025

Person Specification

Experience, Qualifications and Training	Essential	Desirable
Qualified Teacher Status and meets all teachers' standards.	×	
Successful teaching experience of pupils with SEND.	×	
Proven track record of outstanding teaching.	×	
Ability to teach in more than one subject area and phase (secondary teachers)	×	
(Please note all teachers also teach Personal and Social Development and Communication and Interaction sessions to their tutor groups.)		
Additional relevant and recent training/ qualifications to support the teaching of children with a range of SEND.		×
Relevant experience, qualification and/ or training that would enable the candidate to teach across the school.		×
Knowledge, Skills and Abilities	Essential	Desirable
Aware of current national initiatives impacting on role within school and able to incorporate new methodology into practice.	×	
A good knowledge of relevant polices/ codes of practice and awareness of relevant legislation.	×	
Ability to plan and deliver outstanding lessons and competent in assessing, recording and reporting.	×	
Ability to build effective working relationships.	×	
Works constructively as part of a team, listens effectively and is sensitive to the views of others.	×	
Able to effectively manage, deploy and direct the work of support staff as appropriate to promote learning.	×	

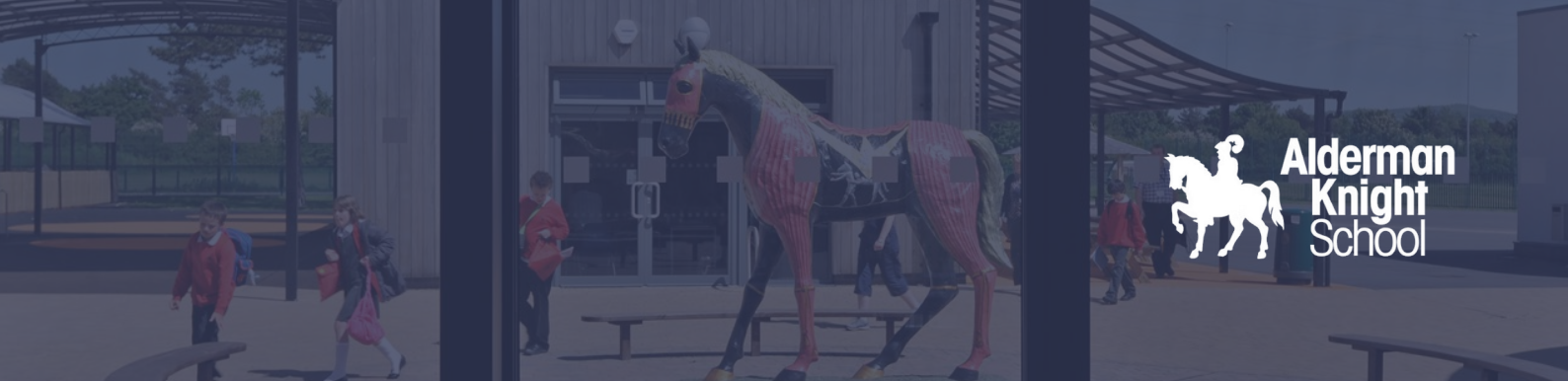
Person Specification

Knowledge, Skills and Abilities	Essential	Desirable
Able to articulate personal values in relation to education and sustain a point of view against differences of opinion.	×	
Able to establish an ethos conducive to promoting good relationships and high achievement whilst maintaining high standards of behaviour.	×	
Communicates effectively both verbally and in writing to a wide range of audiences, especially parents and carers, and takes into account the views of others.	×	
Has the ability to self-evaluate own learning needs and actively seek learning opportunities.	×	
Uses ICT and other technological equipment effectively to support and promote children's independence, communication and learning.	×	
Disposition, Attitude and Motivation	Essential	Desirable
A clear passion for working in a school for children and young people with additional needs.	×	
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.	×	
Demonstrate personal and professional integrity and be an exceptional role model to others.	×	
Commitment to maintaining confidentiality at all times.	×	
Commitment to safeguarding and equality.	×	
Inspire, challenge, motivate and empower individuals and teams to achieve highly.	×	
Communicate effectively with all members of the school community and ensure positive relationships are developed.	×	

Person Specification

Disposition, Attitude and Motivation	Essential	Desirable
Ability to work under pressure while retaining high quality outcomes.	×	
Prioritise, plan and organise themselves and others effectively.	×	
Demonstrate a capacity for sustained hard work with energy and vigor, whilst retaining a good work/life balance.	×	
Demonstrate resilience, optimism and enjoyment in your work.	×	
Be aware of own strengths and areas for development and listen to, reflect constructively and act upon, as appropriate, feedback from others.	×	
A sense of humour and a positive can-do attitude.	×	





Mission Statement

"Learning and Achieving Together."



Vision Statement

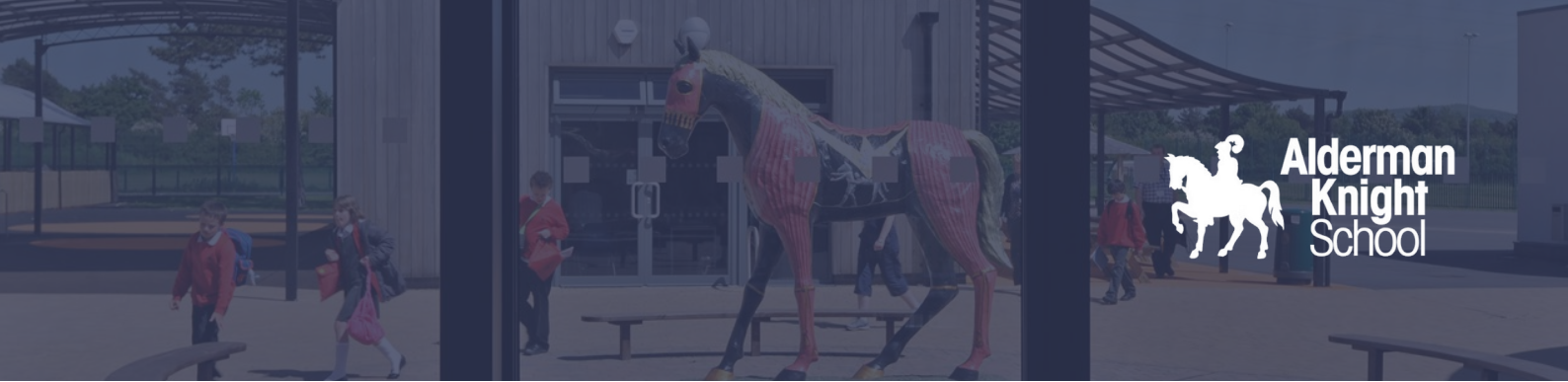
Our school strives to be a dynamic and vibrant centre of excellence, deeply embedded in the local community and recognised for its unwavering commitment to pupils with special educational needs. We are dedicated to equipping every child with the skills, confidence, and resilience needed to lead safe, happy, healthy, and fulfilling lives.



The Aim of the School

"To provide a supportive learning community that enables all children to thrive."





How We Achieve This

- **PERSONALISED LEARNING:**

We provide a rich, engaging, and individualised curriculum designed to foster self-confidence, resilience, and a strong sense of self-worth—preparing pupils for a successful transition into adulthood as responsible, active members of society.

- **STRONG FAMILY PARTNERSHIPS:**

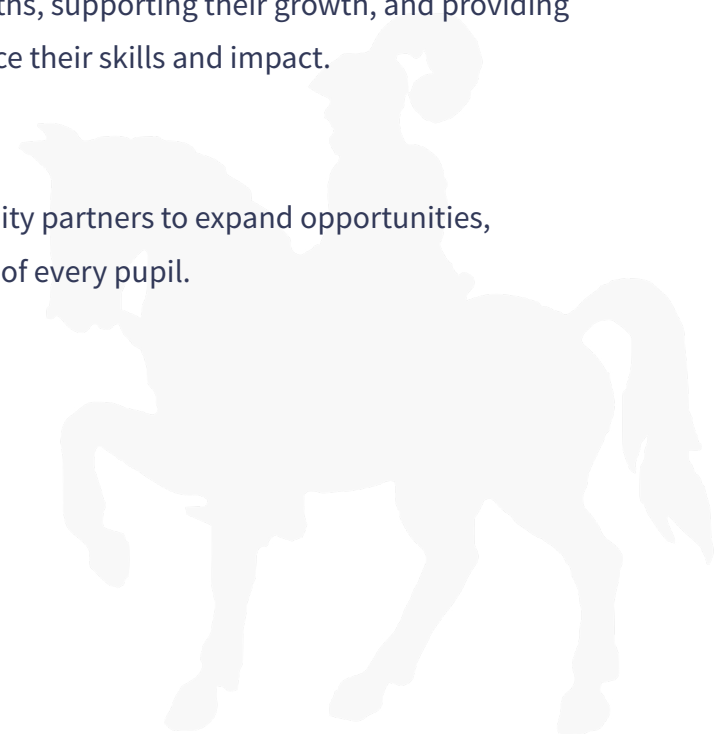
We actively collaborate with parents, carers, and families, ensuring their voices are heard and their involvement shapes the educational journey. This partnership strengthens both student support and wider family engagement.

- **EMPOWERED STAFF:**

We invest in our staff by recognising their strengths, supporting their growth, and providing meaningful professional development to enhance their skills and impact.

- **COMMUNITY COLLABORATION:**

We work closely with local schools and community partners to expand opportunities, celebrate diversity, and unlock the full potential of every pupil.



How To Apply

Panoramic Associates Ltd is acting as an employment agency to Alderman Knight School on this appointment.

For a more in-depth conversation about the role please contact **Ollie Trepte**, Senior Consultant, who is leading on the process. Ollie can also enable conversations with the school and visits as required.

We hope you will consider making an application for this fantastic opportunity. To make an application, you will need the following:

- A CV which is tailored for this role.
- Supply of details for one reference (not from current employer) that we can contact during the application process

Alternatively, you can submit your CV direct to our consultants.



Ollie Trepte

o.trepte@panoramicassociates.co.uk

