



Malden Oaks
School & Tuition service

Making the **MOST** of every day



GCSE Teacher Application Pack



Malden Oaks
School & Tuition service

Making the **MOST** of every day

HEADTEACHER'S WELCOME



Malden Oaks is a specialist and innovative SEMH provision for students aged 11-19 across Kingston and Richmond. Our students benefit from our attachment aware, trauma informed environment that prioritises building on success and focusing on what students can do.

As an alternative to mainstream education, we are proud to have students of all abilities and encourage each student to have high aspirations, supporting them in developing their self confidence and resilience through our unique 4As Approach. We firmly believe that if our students experience Attachment, Altruism, Achievement and Autonomy whilst with us, they will leave us better equipped to be safe, happy and successful in the future.

Positive relationships are at the heart of everything we do. We are a specialist provision and, as such, we understand the importance of our students being able to build and maintain relationships and that also, our staff are better able to support their students if they're afforded the time to really understand them. We regularly see complex circumstances that result in students unable to cope, or stay, within mainstream schools. We are experienced in supporting students to develop at their own pace and are proud to be able to offer students a place where they can succeed.

Our success and that of our students relies on us having a strong staff team that is passionate about equality and inclusion. We are conscientious investors in our staff, with a comprehensive induction programme and numerous CPD opportunities. We are proud to have a diverse and experienced staff body who work collaboratively and creatively to ensure that our offer would be good enough for our own children.



Malden Oaks
School & Tuition service

Making the **MOST** of every day

OUR SCHOOL

MO@SURBITON

MO@Surbiton offers small group teaching to students in Years 7-10. Based on a nurturing model, students are predominantly taught by one teacher (often from a primary background) with whom they will be able to build a positive working relationship and who will be able to build on their strengths whilst supporting their needs. Learning takes place both inside and outside the classroom across the curriculum and students work towards AQA awards.

MO@HAM

MO@Ham provides small group teaching for students predominantly in Year 11 working towards GCSEs or other qualifications. Students also take part in Duke of Edinburgh and depending on their interests, may also follow vocational courses. Our teachers in MO@Ham are qualified subject specialist teachers who are also experienced in mentoring our students to plan for their Post 16 options and navigate life after Malden Oaks. Each student's timetable is individual to ensure that their needs are met.

6OAKS

6Oaks provides education for students aged 16-19 with an EHCP. Students are taught in small groups of no more than 8 by subject specialist teacher and may work towards GCSEs and/or A-Levels. One-to-one tuition is available in the home or community to support students in being able to access provision on site. For students not yet ready to engage in formal learning, there is also a one-to-one mentoring programme designed to support transition by focusing on building trusting relationships.



Malden Oaks
School & Tuition service

Making the **MOST** of every day

OUR SCHOOL

MO@KINGSTON MO@HAMPTON HILL

MO@Kingston and MO@Hampton Hill provide 1:1 and small group teaching for students who are not yet ready to engage in more formal learning or attend a more traditional school setting. Students may be referred for tuition due to ill health or unmet SEN needs.

Tuition may take place in the home, the community or on site depending on student need. Each timetable is designed to meet the students' needs and interest. Whilst the focus for some students will be engagement, others have the opportunity to pursue the KS3 curriculum or work towards GCSEs and other qualifications in core subjects alongside other subjects and activities.

MO DISCOVER @SOUTHWOOD @PETERSHAM

MO Discover operates from two bases, one in Kingston and one in Richmond. Available to both existing students and those in mainstream, MO Discover aims to complement existing timetables and support placements. Activities are delivered by specialist instructors and range from Arts & Crafts, to mechanics with a range of sporting options.



Malden Oaks
School & Tuition service

Making the **MOST** of every day

OUR ETHOS & VALUES

Safeguarding

To ensure safety and well-being of our students, all aspects of safeguarding are rigorously monitored.



High Expectation

Students are encouraged to aim high on both a day to day basis and in their aspirations for the future.



Student Voice

Our approach is student centred and it's important that we know what's important to and for our students.



Engagement

Use of outdoor education and a range of other practical and creative activities, to enable students to take risks, rise to the challenge and learn from mistakes in a safe environment.



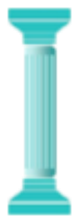


Malden Oaks
School & Tuition service

Making the **MOST** of every day

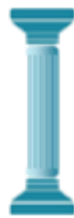
The 4As – Our Methodology & Approach

Behaviour is a communication | Growth Mindset: 'Not yet' | No rewards, no sanctions



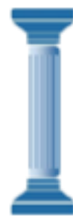
Attachment

The security of
belonging to a
community



Altruism

The joy of
being to help
others



Achievement

The satisfaction
of a job well
done



Autonomy

The freedom to
make decisions
for yourself

It is important that our students are given the opportunity to enjoy a positive school experience and that they know they can succeed. At the heart of our ethos are the 4As. Ensuring our students experience each 'A' supports them in developing their resilience and the skills necessary for the next step of their journey.

Alongside this approach is the fundamental belief that behaviour is a communication and that unconditional care and respect underpin everything we do. This means our response to students is always from a position of understanding and the desire to support. We know that a student's behaviour is never personal and we respond to situations with an emotion coaching response.

We are attachment aware and trauma informed. Not only is every day a fresh start, but every lesson and every section within a lesson. We repeatedly seek out opportunities for our students to succeed and learn from previous mistakes and experiences.

We do not have any rewards or sanctions as the evidence that our students achieve more from developing an understanding of the intrinsic value of what they are doing is plain to see.



Malden Oaks
School & Tuition service

Making the **MOST** of every day

OFSTED REPORT



This is a 'Good' school where students enjoy the community feel of Malden Oaks School, where staff understand them and their needs very well. Students appreciate how staff give them the time, resources and help they need to learn. This enables students to rediscover an enjoyment in coming to school even when their previous placements have been unsuccessful.

Leaders are ambitious for all students. Students achieve well from many varied starting points. Parents and carers are overwhelmingly positive about the way their child's opportunities have been transformed since joining the school.

Students are able to pursue their interests and learn new skills through different opportunities available. They behave with courtesy and great consideration for one another around school. They understand and live up to the values which the school makes sure they learn. Lessons are very seldom disrupted. Bullying is rare and tackled effectively when it does occur.

The very positive relationships between staff and pupils lead to a serene, purposeful atmosphere in lessons and throughout the school. Pupils gain confidence in building and maintaining relationships with one another. Staff are quick to notice the signs that a pupil needs support to regulate their behaviour. They skilfully and calmly help pupils to become relaxed and focused again.

Pupils behave with courtesy and great consideration for one another around school. They understand and live up to the values which the school makes sure they learn. Lessons are very seldom disrupted. Bullying is rare and tackled effectively when it does occur.



Malden Oaks
School & Tuition service

Making the **MOST** of every day

JOB DESCRIPTION

LOCATION: MO@Ham (KT2 5QY)

HOURS: Full-time (Start date: 1st September 2026)

SALARY: Outer London MPS/UPS + SEN 1

JOB PURPOSE

- Teach students, supporting their individual needs and developing their knowledge, skills, and understanding.
- Build positive working relationships with students and staff.
- Take pastoral responsibility for a small tutor group.
- Support students in preparing to move beyond Malden Oaks.
- Implement effective Safeguarding practice.

MAIN DUTIES AND RESPONSIBILITIES

CURRICULUM

- Effectively teach students according to their needs, and in line with the relevant curriculum and best practices.
- Identify appropriate external qualifications and accreditations for students.
- Remain up to date with developments in your subject.
- Work with colleagues across Malden Oaks provisions to ensure consistency in delivery.

STUDENTS

- Build positive effective relationships with students.
- Support positive peer relationships.
- Support students in developing in each of The 4 As; Attachment, Achievement, Altruism and Autonomy
- Maintain accurate records of student progress.
- Undertake the role of form tutor for a small group, typically 6-8 students.
- Support students with exploring options for, and applying to, employment and/or further study.



Malden Oaks
School & Tuition service

Making the MOST of every day

MAIN DUTIES AND RESPONSIBILITIES (CONTINUED)

PARENTS and CARERS

- Foster close supportive links between parents/carers and Malden Oaks.
- Coordinate regular meetings for students and parents/carers (and others as appropriate).
- To involve parents/carers in the target setting and review included in students' meeting notes.

OTHER RESPONSIBILITIES

- Keep up to date with developments and procedures by attending any relevant training, including INSET days.
- Maintain a good awareness and understanding of Safeguarding, in line with the school's policies and procedures.
- Undertake any other duties that may reasonably be required.

All teachers are expected to adhere to the Teachers' Standards which can be found at <https://www.gov.uk/government/publications/teachers-standards>

Teachers may be deployed to work at any Malden Oaks venue or outreach location within Kingston and Richmond Local Authorities.



Malden Oaks
School & Tuition service

Making the **MOST** of every day

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">a) A relevant degreeb) Qualified Teacher Status	
Experience	<ul style="list-style-type: none">a) Recent experience of teaching KS4 students in a mainstream secondary school.b) Experience of teaching students with emotional needs and/or social communication needs	<ul style="list-style-type: none">• Experience of teaching KS3 / KS5 students• Experience of providing pastoral support including working with parents/carers
Knowledge and Abilities	<ul style="list-style-type: none">a) Ability to motivate and encourage students, promoting high standards and quality deliveryb) Clear knowledge and understanding of the current requirements for teaching your specialist subject(s) at KS4c) The ability to accurately assess the quality of students' work against national standards in your specialist subject(s)d) Excellent communication and organisational skillse) Ability to use ICT to facilitate learning	<ul style="list-style-type: none">• Ability to teach KS5 students



Malden Oaks
School & Tuition service

Making the **MOST** of every day

PERSON SPECIFICATION

	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none">a) Team playerb) Ability to create positive and effective relationships with studentsc) Flexibility and an ability to respond creatively to changing circumstances.d) High level of personal resilience and staminae) Excellent communicator with both students and stafff) Ability to be reflective	