

Candidate Pack

Become part of our team



“ The central ethos of ‘success through well-being’ is evident throughout the school. Staff understand the needs of individual pupils extremely well ”

- Ofsted

What we do



Chiltern Wood School is a special school for 205 children and young people with a broad diversity of complex needs, from Profound and Multiple to Severe Speech, Language and Communication Needs and Complex Autistic Spectrum Conditions (PMLD to ASC).

We are located on two sites in the High Wycombe area (Downley and Cressex) and cater for pupils from 3 to 19. Our vision is to further develop specialisms within all our departments, which are as follows:

Downley (co-located with The Downley School):

PMLD (age 3 – 19)

Speech, Language and Communication Needs (KS2)

Cressex:

Complex ASD (age 3-19)

Complex Speech, Language and Communication Needs, with separate departments within the Early Years, Key Stage 1 and 2 and Key Stage 3-5

Headteacher's welcome:

As a school we continue to work on and reflect on our practices, working towards the best possible practice for the children and young people who attend our school. . We pride ourselves on putting the wellbeing of our children and staff at the centre of the learning process, as we believe that sustained success is only seen when embedded in a safe, secure and happy environment.



Our Vision

“ Our aim as a school community is to enable every pupil to achieve their very best. We believe this can only happen by ensuring our values are at the heart of all we do ”.

These principles underpin our curriculum, our teaching strategies and all of our day to day contact and interactions with our children and young people.



We are committed to diversity and inclusion. We aim to positively transform individual and shared circumstances, perceptions, attitudes, and relations.

We aim to reflect the diversity of our local community and society and ensure that the education we offer reduces the chances of social divisions and parallel lives by recognising, celebrating, and valuing different backgrounds, lifestyles, and identities.

We uphold fundamental British values and endeavour to ensure that all children learn these as part of a broad and diverse curriculum. Through our work on preventing radicalisation and extremism (both violent and non-violent), we engage with our school community to enhance community cohesion.



We can offer

- We run a comprehensive Induction program for new staff which covers safeguarding, health & safety, data protection and several SEN workshops. So if you're new to special education, you will be given a 'bite-size' introduction to help you settle in. Workshops are delivered by our own specialist staff in areas such as communication, functions of behaviours, observing and recording work .
- We have a buddy system for new classroom support staff, to help you familiarise yourself with getting around the buildings , understanding routines and procedures and just generally be a friendly face to welcome you into our school community!
- We have a culture committed to wellbeing and good mental health, with mental health champions and first aiders in our staff group.
- We are a community where the employee voice is heard; regular focus groups ensure that everyone has a say and all staff groups are represented.
- We provide opportunities to take part in extensive CPD, including in-house and externally verified courses or qualifications.
- We hold termly appraisals to agree and regularly review targets, and discuss employee professional needs and aspirations with line managers.
- We all have access to personal support via Employee Assistance Program, available 24 hours a day providing free and confidential advice.
- We can offer health & lifestyle discounts and benefits as a Buckinghamshire Council employee, such as cycle to work scheme, discounted gym membership, priority nursery places for school staff and travel discount cards.



We love what we do

Here's what the staff say...

“ There are many reasons why I work here; the ethos of the school, the opportunities you are given, ***the support and encouragement*** to further your career, the friendliness and caring nature of the staff but ***most importantly, the admirable students*** you get to support and teach. ”

- Class Teacher

“ My son also attends the school. ***It's the little things which make such a difference.*** A child says a word for the first time or eats a different type of food or interacts with their friends in class or at playtime. Its ***rewarding*** and makes me smile everyday. ”

- Midday Supervisor

“ I love to see the children come to school in the morning, when they say ‘Hello’ and I see how happy they are, ***it makes you feel you are making a difference.*** ”

- Administrator

“ I began my second teaching placement at Chiltern Wood in 2017 in the Little Wings department , and was so inspired by the staff and the pupils I knew this was the school I wanted to be part of. ***Each day brings a new surprise and something to celebrate,*** I would be very hard pressed to find a different career which gives me the same level of satisfaction, challenge and joy. ”

- Teacher



Careers at Chiltern Wood School

Our dedicated staff teams all play a vital role in ensuring the success and sustainability of the school. Each and every role is key in contributing to the continued progress of all of our children and young people.

Teaching staff: We have a diverse group of teachers, all achieving their qualified status through different routes including QTLS, PGCE, Schools direct, salaried and unsalaried apprenticeships. Senior managers are committed to CPD and encourage interests in specialisms and knowledge sharing across teams.

Our teachers are well-supported by their classroom support staff:

Senior Support Assistants: lead the class to cover planning time and contribute to lesson planning and assessment. Many of our teaching assistants apply for SSA positions after a minimum of 2 years service.

Teaching Assistants: support all areas of the classroom, including 1:1 support where appropriate. Teaching Assistants are provided with any specific training that they require to support the needs of their pupil groups, and senior staff invest in the aspirations of their core teams.

Midday Assistants & Catering Staff: help children and young people discover through play and provide consistent transitions between lessons, meal times and play.

Therapies: We have a team of Speech Therapists, Occupational Therapists and Assistants who work as part of a multi-disciplinary team, planning and implementing therapeutic strategies to support individual targets and assessments.

Administration Staff: provide a support function across school, with reception and back office services to all of our class teams, senior leaders and parents. We have personnel covering special areas such as Finance, HR and Health & Safety.

Site and ancillary staff: ensure our premises and extensive facilities are safe and suitable for use.

“ After completing my degree, I applied for a Teaching assistant post at Chiltern Wood to gain some experience in SEND before applying for teachers training.

At this point I was unsure as to whether I would like to work in mainstream or SEND, however, I quickly realised that teaching SEND was my preference. ***There is a special sense of fulfilment that I get from supporting children to hit what may look like small milestone.***

Keen to progress further, I became a Senior Support assistant and then an unqualified teacher. Through discussions ***with the senior leadership team, I was able to map a path for the next steps in my career.***

I applied for my teachers training via Schools Direct at Chiltern Wood and on successful completion I gained a QTS and a PGCE.

In my time as a Teacher here, I have taken on a range of roles including ***subject leader, Team Teach trainer, trainee teacher tutor and NQT mentor.*** The senior leadership team have facilitated my need to learn and grow by ensuring I have had the appropriate training to take on these various roles.

I am currently a Department Lead and know that when I'm ready to take my next step I will be supported “.

- Department Lead

How to apply



To find out more about a role and to arrange a visit to the school, please contact Amy Joseph hr@chilternwood.bucks.sch.uk. We have virtual tours available to view on school website

We are an equal opportunities employer, welcoming applications from all sections of the community.

Your Application:

- Please send your completed application form by email to HR at hr@chilternwood.bucks.sch.uk
- Please note that we cannot accept CVs.
- Use your application form to show that you match the person specification and think about any experiences you might have that demonstrate transferable skills .
- If you are currently employed, we'll need to contact your employer for a reference.
- Make sure you complete all sections of the application form fully , as we need to comply with safer recruitment practices.

Your Interview:

- If you are shortlisted for interview you will receive written confirmation which includes all details and timings for the day.
- Activities and assessment varies by post, but all candidates will have the opportunity to join a class session and view or participate in learning activities.

Chiltern Wood School is committed to the safeguarding and wellbeing of all children. The school stipulates that all staff and volunteers working with our children must share this commitment. Successful applicants will be required to undertake an enhanced disclosure via the Disclosure and Barring Service.





“ Students are safe and feel safe.

**High-quality relationships between staff
and students help to develop students’
confidence and self-assurance ”**

- OFSTED



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