



Richard Challoner School Manor Drive North
New Malden, Surrey KT3 5PE Tel: 020 8330 5947

Lead Teacher – Specialist Resource Provision (SRP)

Start date: September 2026

Salary: M1 - Upper 3, Outer London payscale £37,869 - £56,154

Teacher pension scheme, onsite nursery, onsite parking, onsite gym, cycle to work scheme and excellent staff wellbeing

Richard Challoner School is excited to announce the launch of a new **Specialist Resource Provision (SRP)** in partnership with the Royal Borough of Kingston Upon Thames and Achieving for Children (AfC).

We are a highly successful, oversubscribed Catholic Boys' mainstream Secondary School with a mixed Sixth Form and an absolute commitment to inclusive education.

The new SRP will eventually support up to 20 boys with Education Health and Care Plans (EHCPs) who are beginning their secondary education approximately three years behind their peers academically and socially. Many of these students may have additional social and communication needs and come with a neuro diverse profile.

You will work closely with senior leaders to shape the strategic direction of the provision and ensure it is fully integrated within the wider school community. This is a pioneering role where you will act as a “**pathfinder**” for other SRPs across the borough, ensuring high-quality outcomes for these young people.

Key Responsibilities

- **Leadership & Management:** You will be responsible for the day-to-day support and inclusion of pupils within the SRP, line managing allocated Learning Support Assistants (LSAs) and teaching staff.
- **Strategic Oversight:** Lead annual consultation reviews, manage the SRP budget, and ensure Service Level Agreement (SLA) requirements are met.
- **Curriculum Delivery:** Plan and deliver a personalised SRP curriculum with a focus on literacy, numeracy, and social communication skills. Students will spend

approximately 50% of their time in the SRP base and 50% integrated into mainstream lessons. The curriculum should balance academic progress with the development of independence, emotional regulation, and readiness for mainstream learning.

- **Collaboration:** Work closely with multi-agency colleagues (SaLT, OT) and local authority staff, while maintaining strong links with parents through termly bulletins and annual reports.
- In addition, you will work closely with the wider Learning Support department within the school, including experienced SRP leads and senior SEND leadership, ensuring the provision is developed within a strong and supportive team structure. You will act as a key point of expertise within the school, supporting staff to understand and respond effectively to the needs of students within the SRP
- You will have the unique opportunity to be involved in the development and delivery of the new specialist resource provision base which is due to open by September 2027.

About You: We are looking for an outstanding teacher who is motivated by helping others succeed and has a genuine care for the social and emotional needs of pupils.

Essential Criteria:

- Qualified Teacher Status (QTS) and additional training/qualifications in relevant fields of SEND.
- Minimum of three years' experience teaching SEND pupils within a mainstream or specialist setting.
- Have a proven ability to devise, implement, and review personalised learning programmes.
- You will be comfortable working in a developing environment, able to make informed decisions and adapt practice as the provision evolves.
- Excellent communication skills and the ability to lead teams and collaborate with various professional groups.
- A commitment to the Catholic ethos of our school, focusing on holistic education and serving others.

What We Offer:

- Staff at Richard Challoner refer to themselves as the "Challoner Family". We offer a supportive environment where all staff are developed and valued.
- Opportunities to contribute to the wider development of SEND practice across the school and within the local authority network
- Comprehensive induction and ongoing commitment to wellbeing and career progression.
- Health benefits, including a free on-site gym, cycle-to-work scheme, and on-site parking.

How to Apply Please apply via this link [here](#)

For queries, contact our HR office at clerk@challoner.kingston.sch.uk

Closing Date: Friday 15th May 2026

Richard Challoner is a very successful secondary school; students' behaviour is impeccable, they treat each other and staff with real respect, have a genuine enjoyment of school and enjoy their learning. The staff refer to themselves as the Challoner Family, and all staff are welcomed, developed and supported in whatever role they have within the school environment.

We welcome visits from potential candidates. If you would like to arrange a school visit prior to the closing date, please contact the school directly to arrange a suitable appointment.

As part of our commitment to Keeping Children Safe in Education (KCSIE), we do not accept CVs – a full education and employment history must be provided through our application form.

We are unable to offer sponsorship with this role.

We reserve the right to close this vacancy early, should we receive a high level of interest in the role. Therefore, candidates are advised to apply at their earliest convenience to avoid missing out.

As a Disability Confident Committed Employer, we are dedicated to equity and inclusion and commit to interviewing applicants with a disability who meet the essential criteria. We aim to provide an inclusive and accessible recruitment process, and support employees throughout their employment. If you have a disability, are neurodivergent, or require any adjustments to support you through the application or interview process please let us know how we can assist.

Safeguarding Statement

Richard Challoner School is committed to safeguarding and promoting the welfare of children and young people. All roles across the school have a varying level of responsibility for ensuring safeguarding practice, with some roles holding significant responsibility and involving working with children on a daily basis in regulated activity. Regardless of the level of responsibility and involvement in each role, we expect all staff, visiting professionals and volunteers to share this commitment.

All successful candidates will undergo a comprehensive pre-employment checking process, including an enhanced DBS check (including a further check against the appropriate barred list), references from current and previous employers, health, right to work in the UK, child

disqualification (where applicable), prohibition from teaching/management and online checks. You must also tell us about any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.