



Position: Class Teacher

Salary Scale:

MPS/UPS + SEN1 (A TLR is available for progression)

Employer: Pathways Education

Location: Sundial House, Sundial Stables, Jumps Road, Farnham, GU10 2LB

Contract Type: Part Time 0.6 FTE

Contract Term: Permanent

Closing Date: 11th February

Start Date: As soon as possible depending on notice periods.

Interviews: w/c 23rd February

Join Our Team: Are You a Pesky Do-Gooder? Good. This Is Your Call to Action.

Pathways Education is set in a stunning environment, surrounded by nature in the Surrey hills. We are redefining what it means to create a truly supportive and inspiring workplace. As a trauma-informed special school, we are committed to providing a truly aspirational and personalised education experience for young people aged 9-16 who have faced barriers in mainstream and SEN education. We have a presumption of employment for all of our learners, many of whom have moderate learning difficulties. They are given the care and opportunities they need to rebuild confidence, rediscover learning, and succeed.

Don't Apply If:

If you're looking for a school where you spend more time on admin than with your learners.

If success means data over dignity.

If you think "outcomes" matter more than connection, confidence, and curiosity.

Then this probably isn't the job for you.

But If You Believe:

That teaching is about unlocking potential, not ticking boxes.

That every child has a unique story, and learning should reflect that.

That education can be joyful, inclusive, messy, and meaningful - then we need to talk.

As our school continues to grow, we are developing teachers as leaders. This role offers opportunities to shape curriculum, refine our project-based learning approach, and contribute to whole-school improvement, supported through coaching, CPD, and collaborative leadership.

Welcome to Pathways.

We're not building ordinary schools.

We're co-creating places where young people who've struggled elsewhere feel seen, valued, and celebrated.

Where teaching is rooted in emotional intelligence, skills-first learning, and real-world purpose.

Where your creativity, compassion, and voice matter just as much as your planning.

For example, one of our students had been out of education for five years and was unable to join lessons with peers. After over two years of dedicated, personalised support, they now take part in classroom learning, have formed meaningful friendships, and are actively working towards recognised qualifications.

What You Can Expect:

- Fewer tick-boxes. More time to build relationships.
- A trauma-informed, inclusive team who put people first.
- Personalised pathways for learners—and for you.
- A leadership team who trust their staff and believe in their learners.
- Funded CPD pathways including trauma-informed training, SEN specific training, and curriculum or pastoral leadership development.
- Smaller-than-average class sizes (maximum of 8 learners) with generous PPA time to ensure high-quality planning and work-life balance.
- Access to regular professional supervision and well-being support.

We're hiring teachers who want to reimagine education - together.

As part of our leadership at all levels culture, you will take ownership of an agreed curriculum, pedagogical, or pastoral area. This is an opportunity to shape whole-school practice and develop your leadership skills. While this role does not initially carry a formal TLR payment, there is potential for it to progress to a paid leadership position as our school grows.

If you're passionate about purpose over paperwork, growth over grading, and human connection over hierarchy, then apply today.

You don't need to be perfect. Just brave enough to care differently.

For further details about the role, please contact our Headteacher, Michael Vincent:
office@pathways-ed.org.

Applications:

Applications are welcome from both Early Career Teachers and experienced educators. Please note that candidates must have QTS and be available for in-person interviews.

We aim to shortlist within 48 hours of the closing date, with feedback provided to all interviewed candidates. Interviews will include a short teaching activity — details will be shared in advance. Relocation support may be considered for exceptional candidates.

Safeguarding and Equal Opportunities

Pathways Education is committed to safeguarding, inclusive practice, and equal opportunities. All job offers are subject to an enhanced DBS check and satisfactory references.

We strongly encourage visits to the school or a conversation with our Headteacher. These can be arranged at a time suitable to you. To arrange a visit or request an application pack, please contact our School Administrator Susanna Woods susanna.woods@pathways-ed.org