



# The Vale Federation Careers Prospectus 2025/26

INSPIRE - ENABLE - ACHIEVE

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## A Warm Welcome from our Principal



I am Bradley, the Principal of the Vale Federation of Special Schools. My role is to have an oversight of how everything runs across both schools, and in particular support and challenge the leadership teams to provide the very best for the children and young people across our schools. I have the responsibility of ensuring that strategic plans are in place within each setting which ensures there is positive progress made in the most important areas of our work – I then need to ensure these plans are carried out and to the standard required. I am answerable to the governors with regard to the most important themes of the schools' work, and liaise with OFSTED when they visit to inspect. On a day to day basis, I chair annual reviews on occasion, I help ensure all children are safe through monitoring our safeguarding records, and I take an active involvement in helping improve the quality of teaching and learning, either through lesson observations or staff training. The favourite part of my job is working with staff who are committed and dedicated to helping the children and young people in our schools learn, and seeing the results of their hard work pay off.

Bradley

## A Warm Welcome from our Business Director



Hello, my name is Steve and I am the Business Director of The Vale Federation of Special Schools.

The Vale Federation is an organisation that boasts so many job roles, across multiple departments, but all with the same purpose and goal of delivering the best possible outcomes for all our pupils.

Whilst educational development remains our key goal, there are so many supporting elements that assist in achieving that objective, delivered by a comprehensive team of people across so many functions. That's what makes working for The Vale Federation so interesting and exciting – the variation of job roles to make this happen. From Teaching and Learning and all the career pathways this has to offer to anyone seeking to develop and grow in that area, to other critical departments including Therapy Teams (Occupational Therapy, Speech and Language Therapy and Physiotherapy), Catering, Facilities and Estates, IT, HR, Paediatric Moving and Handling, Finance and Administration, all with career development opportunities across a growing organisation.

We are proud of every member of the Federation team and what they deliver, every day, to make a difference to every child and young person at our Federation. Please take the time to read through this prospectus and ask us any question about The Federation and opportunities we have – our team is our strength!

Steve

## A Warm Welcome from our Heads of School



Hello, I am Rhonda, the Head of School for Stocklake Park. After a career change, I spent some time working in a KS3 pupil referral unit, and with Social Care in the community. I quickly realised my interest was in working with young people who have different ways of learning, which led me to working in a special school. That special school grew from a small primary when I started in 2006, to a large, two site all through school. I started working as the Head of School at Stocklake Park in 2022 and have been privileged to have worked with a passionate team of staff. The staff, like me, want to help our students to gain the skills that they need for life beyond school and to give them a wide variety of experiences to broaden their understanding of the world around them.

Rhonda



I'm Marianne and I have worked at Booker Park since it opened in 2007. Initially I was a class teacher which I absolutely loved. My role now as Head of School is varied and rewarding, and interactions with the wonderful children here remain my favourite part of it. I am fortunate to work with a great team of staff who share the same goals of wanting to support children to achieve their full potential. My own life experience with family members led me to wanting to work in the area of additional needs, and I am driven by a desire to do my very best for every child at Booker Park.

Marianne

## About Us

The Vale Federation is a group of special schools in Aylesbury, catering to the needs of children from primary age through to post 16, which includes:

### **Booker Park (Primary) Special School**

### **Stocklake Park (Secondary) Special School**

As a Federation of schools, we benefit from having one Governing Body and Leadership Team, promoting best practice across the schools, whilst utilising the economies of scale to deliver the best possible opportunities for our pupil and staff.

Booker Park School is a large primary special school of 240 pupils, for children with a broad diversity of complex needs including Profound and Multiple, Severe and Moderate Learning Difficulties. Almost half of the pupils have an additional diagnosis of an autistic spectrum condition.

Stocklake Park School is a growing secondary special school of over 110 pupils, for children with a broad diversity of complex needs including students with complex learning difficulties, from 11 to 16 years of age.

Stocklake Park School has a dedicated special Sixth Form, with its own building, catering for post 16 students only with the curriculum designed specifically to develop the skills students need in order to prepare for life after school.

We strongly believe in the benefits of multi-professional working at our schools and have on site Speech and Language Therapists, Occupational Therapists, Physiotherapists and a dedicated School Nurse.

We employ over 300 staff across The Federation's 2 campuses, which includes the following roles:

#### **Teaching Staff Department**

- Deputy Head
  - Assistant Head Teacher
  - Team Leader
  - Class Teacher
  - Specialist Teacher
  - Swim Teacher
- 

#### **Speech and Language Department**

- SaLT Team Leader
  - Speech and Language Therapist
- 

#### **Safeguarding & Family Support Department**

- Safeguarding Officer
  - Family Support Officer
- 

#### **Teaching Support Department**

- Teaching Assistant
  - Senior Teaching Assistant
- 

#### **Facilities and Estate Department**

- Premises Manager
  - Facilities and Estates Technician
  - Facilities Technician
  - Pool Officer
  - Cleaner/Housekeeper
- 

#### **Finance Department**

- Finance Manager
  - Finance Officer
- 

#### **IT Department**

- IT Technician
- Apprentice IT Technician

#### **Catering Department**

- Head Chef
  - Assistant Head Chef
  - Kitchen Assistant
- 

#### **Administration Department**

- Senior Office Administrator
  - Office Administrator
  - Receptionist
  - Personal Assistant
- 

#### **HR Department**

- HR Admin Assistant
  - HR Manager
  - HR Officer
  - Payroll Officer
- 

#### **Apprenticeships**

- Teaching Assistant
  - IT Technician
  - Facilities & Estates Technician
  - Kitchen Assistant
- 

#### **Work Experience**

- Teaching and Learning roles
  - Support team roles
- 

#### **Specialist Services**

- Paediatric Moving and Handling Assessor
  - Paediatric Moving and Handling Assistant
- 

#### **Marketing and Communications Department**

- Marketing Executive

## Apprenticeships:

Many of the roles across the Federation may have apprenticeships available. This includes both teaching and learning roles as well as non-teaching and learning roles. For example, Teaching Assistant Apprenticeship, IT Technician Apprenticeship, Facilities & Estates Technician Apprenticeship, and Kitchen Assistant Apprenticeship to name a few.

## Our Facilities

We are fortunate to have some wonderful facilities across our two campuses, delivering dedicated learning spaces, but also an extensive additional learning, therapeutic and engaging spaces for all the pupils needs, as well as a fleet of specialist minibuses making educational visits a reality every week.

At the Booker Park School campus, you will find a Hydrotherapy Pool, two large halls, an IT suite, a soft play centre, a library/audio suite, an observational mirror room, a multi-sensory suite boasting a dark room and sensory theatre, activity swing rooms and food technology room. There is also an extensive playground and outdoor learning areas featuring multiple pieces of outdoor equipment, an enclosed MUGA and school field, as well as a full commercial kitchen, supplying all food to the Federation Schools, but also to others beyond.

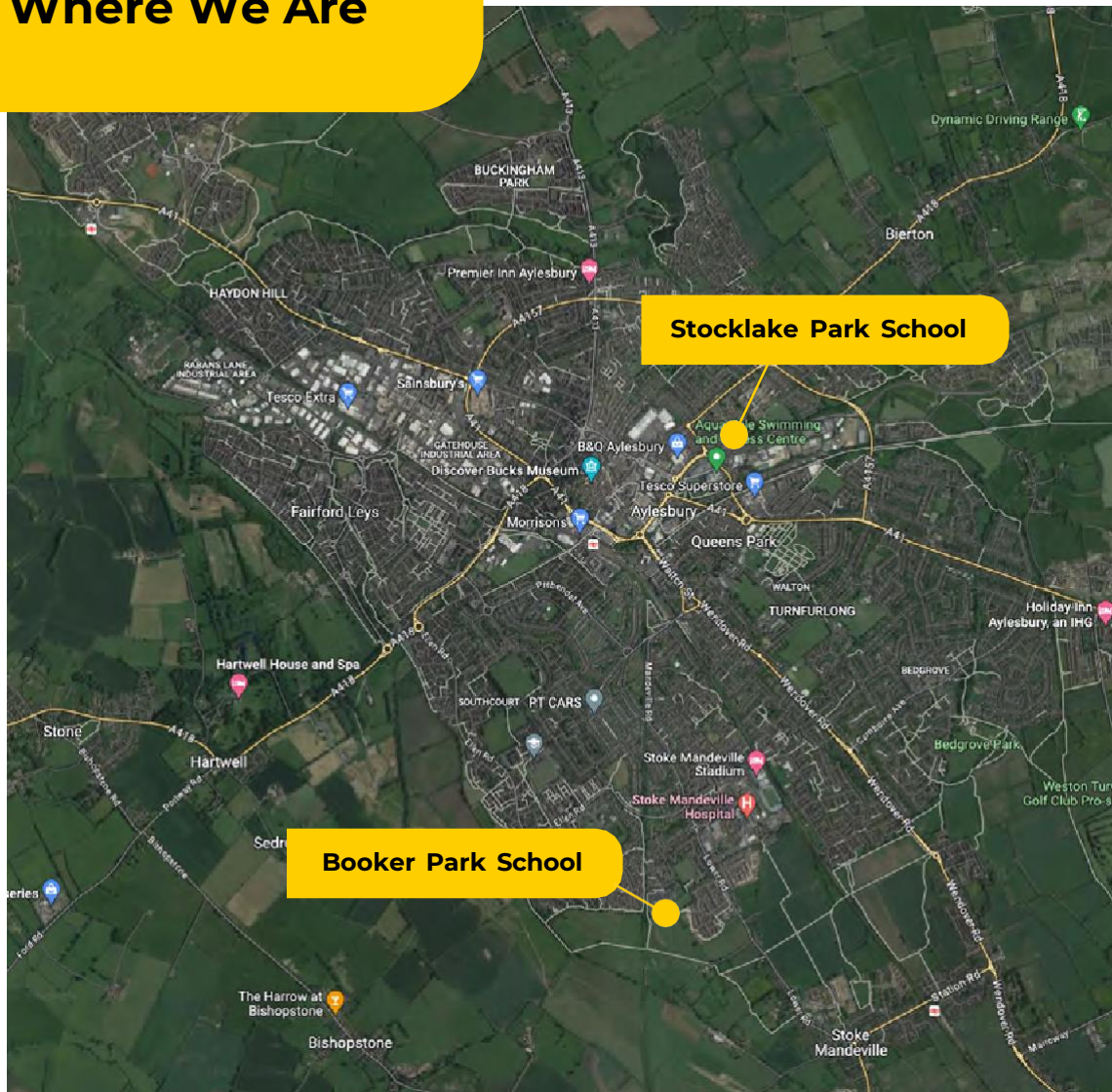
We also have dedicated meeting rooms for meetings and staff training, as well as dedicated staff quiet work and resource areas.

At the Stocklake Park School campus, you will find two large halls, a food tech room, a sensory room, a life skills room, an activity swing/trampoline centre, playground and outdoor learning areas featuring multiple pieces of outdoor equipment, and a full size enclosed MUGA.

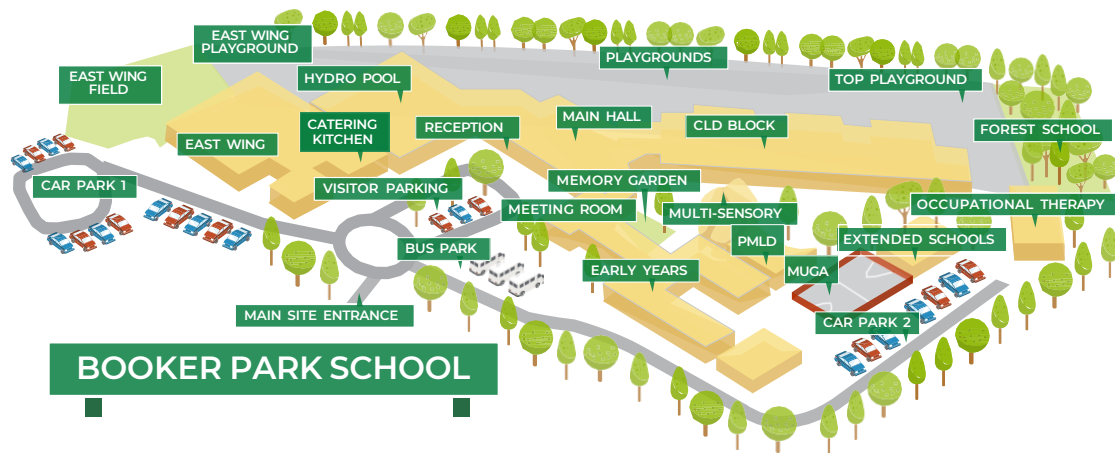
A dedicated staff work area and resource area is also within the main staff room, which has recently been fully refurbished.



## Where We Are



## Booker Park School



### Transport Links

2.3 miles from Aylesbury Train Station

0.5 miles from the closest bus stop  
(Arriva services 9, 300 and X30, Redline service 130)

## Stocklake Park School



### Transport Links

1.1miles from Aylesbury Train Station

500 ft or 0.3 miles from the closest bus stops  
(Red Rose service 100, Redline service 14, Arriva service 150, Z &S service K1)

Disclaimer: Transport links correct at the time of printing.

# What Makes The Vale Federation Unique

Our fully integrated learning environment, boasting teaching and learning featuring specialist teachers as well as a wide range of therapy services to support all pupils with the opportunities to achieve everything possible.

## Our Vision:

### Inspire – Enable – Achieve

Through a multi-professional approach, we will create a high quality, inclusive, happy and safe school environment where pupils with a range of learning difficulties are:

**Inspired to engage in learning.**

**Enabled to realise their greatest level of independence and emotional resilience.**

**Supported to recognise and celebrate their achievements now and in the future.**

## Our Values:

### Excellence

We aim for our pupils to give their best in everything that they do. We recognise all their small steps of progress and their achievements. Whatever the child's starting point, we have high expectations of them. All children can make progress with their academic skills, their physical skills, their communication skills, and their personal development. Staff have high expectations of themselves and fulfil their role to a standard of excellence.

### Trust

We aim for our pupils to learn in a school environment that is safe and secure, and to develop trusting relationships with others. Over time, we want our pupils to develop a sense of responsibility. We aim for children to develop an awareness of who they can trust in the wider community. Staff always act in a trustworthy manner. They are honest and reliable at all times.

## **Courage**

We aim for our pupils to show courage in the challenges that they will face in life. It takes courage to have the confidence to have a go, to be willing to make mistakes, and to bounce back after a mistake. Staff model being courageous and support children's resilience.

## **Determination**

We aim for our pupils to always persevere, even when something may be difficult, to keep going and not give up, and to develop a positive "can do" attitude. Staff are unfailingly determined to support pupils in achieving their very best.

## **Kindness**

We aim for our pupils to show kindness to others. We value being polite, friendly and welcoming to others. Staff always act in a manner that demonstrates kindness towards children and towards each other. Staff are positive role models for children.

## **Friendship**

We aim for our pupils to develop communication and social interaction skills in order to develop positive friendships with others, and to take pleasure in shared experiences. Staff demonstrate friendship by being caring, supportive, having fun, and sharing ideas.

## **Respect**

We aim for our pupils to learn and develop in a school environment that promotes tolerance and respect for individual differences, abilities, needs and beliefs. We aim for our pupils to develop into individuals who respect themselves and respect others by treating them with consideration and care, and recognising that not everybody is the same. Staff are positive role models at all times and demonstrate their respect for others through their behaviour.

## **Equality**

We aim for our pupils to experience a school environment in which fairness is promoted. Equality is achieved by understanding that individuals need different levels and types of support to achieve their goals. Staff are committed to ensuring that each individual has their needs well met. Every pupil matters at The Vale Federation, as well as every member of our staff team. We work collectively, supporting each other to deliver the best possible outcome for every pupil, with professionalism and passion to instil the belief in pupils that they can achieve more than they ever imagined. Through inspiring teaching, outstanding pastoral care, robust and aligned partnerships with therapy teams, families and our wider community, we strive to make the best possible impact for every pupil.

## What Our Staff Say



Imagine getting up in the morning knowing that you will make a difference that day. Well, this is one of the benefits of working at Booker Park School. Being in a highly staffed class with a small number of pupils allows for strong relationships with the children and their families and this helps you to make the difference! Working as a team with the therapists, we plan and implement a multi-sensory curriculum that meets the individual needs of children. Yes, the day can be challenging. Understanding behaviours, organising lessons around staffing, and keeping up to date with paperwork. However, when you have a moment of reflection at the end of the day and you remember the child that made a verbal request for the first time, and the boy that finally completed an activity on his own, that is why you work at Booker Park school.

**Debbie, Teacher**



I have worked for the Federation since 2016.

My main role is to process Payroll for over 300 staff, which at times, can have its challenges, but from day one I have received full training and support, with plenty more training opportunities available to me. What I like about having a challenge, is working through them to see the positive results and benefits at the end.

Although I am office based, I make sure I have interaction with staff at all levels. Working as part of a solid, content team is the reason I am still here after more than 7 years.

For me it is not just a work environment, as there is also a strong community feel across the whole Federation, with many social and well-being events taking place.

**Annette, Payroll & Data Officer**



After COVID happened, I thought about what I wanted from life. After managing a well-known high-street restaurant for the last ten years, I knew I wanted a new job where I could really make a difference. I also wanted a job that could work around my child's school life.

I joined The Vale Federation at Stocklake Park in April 2021 initially as a part time Teaching Assistant and I was promoted to Senior Teaching Assistant this school year.

I really enjoy working at Stocklake Park School. I have a brilliant working relationship with my Teacher colleagues and the Senior Leadership Team. I have learned loads and recently trained as mental health first aider. I am pleased that I am making a difference and also have great work-life balance too.

**Stuart, Senior Teaching Assistant**



You might have days when you will be punched, kicked, spat at, or have your hair pulled (the latter being less likely for me). On occasions, you will need to clear up poo, pee, and vomit. There will be moments when you question your sanity and ask yourself “Why, oh why, did I take this job?” And the answer is “Because it’s the most emotionally rewarding job you could hope for.” You get to work with awe-inspiring pupils who can blow you away daily with their stunning personalities. You will work alongside talented teammates who will amaze you with their dedication and professionalism, as well as their ability to be master of so many varied tasks. Most importantly, thanks to the on-going training, you will be able to push and develop yourself to achieve more than you could have ever imagined helping you become a valued member of the Family that is The Vale Federation.

**Sean, Teaching Assistant**



I have worked at Stocklake Park School for nearly 3 years now. Although having worked at other organisations, my experience at Stocklake has been a unique one. No one-day is the same. The job comes with many challenges; however, the extensive training and development opportunities has enabled me to overcome these with passion and determination. The camaraderie I share with my colleagues and seeing everyone go above and beyond for the individual needs of young people makes me look forward to coming to work every day!

**Sahdia, Teaching Assistant**



I have enjoyed working at Stocklake Park School for many years and find it to be a highly dynamic and stimulating environment. Working in a busy school office, no two days are ever the same and I enjoy rising to new challenges, supporting our staff, students, and parents, and ensuring that the admin team assists in the smooth running of the school.

There is a wonderful feeling of community and support for one another, which inspires loyalty and trust. Everyone in the school works together to create a safe, friendly, and nurturing environment for our students to grow and develop, enabling them to achieve their full potential.

**Louise, Senior Administrator**



I joined Booker Park in 2007 after completing my PGCE. I have worked in a number of classes over the years. It involves hard work and teamwork, but it is extremely rewarding working with the amazing children here.

**Carla, Teacher**



From the time I sat down in my interview, I was bought in to the new and intriguing vision and saw it as a fresh challenge. I enjoy every aspect of my job, from seeing projects progress and how they benefit the children to it helping me develop skillsets that I wasn't even aware I had. Every day is different with lots to do but I don't see it as a job as I genuinely love what I do. What makes it even better is developing bonds with the children and seeing their progression through the schools.

**Jamie, Facilities & Estates Technician**



# Benefits of Working With Us

## Health & Wellbeing

- Occupational sick pay
- Maternity and paternity leave
- Staff rooms with free drinks (subject to availability) and filtered water, microwave, crockery and cutlery
- Discount on hiring any of the Federation facilities
- Free, confidential 24/7 Employee Assistance Program
- Contribution towards eye tests, where a display screen risk assessment and eye test show glasses are needed for work
- Mental Health first aiders on site
- Free staff parking on site
- Staff Wellbeing Group meetings and regular surveys

## Financial & Rewards

As a Buckinghamshire Council, you would benefit from the “Employee Benefits Scheme”:

## Employee Discounts and Savings

Schools staff can enjoy locally agreed discounts and savings with organisations, as listed below. Note that offers are provided to staff on a voluntary basis and may be changed or withdrawn at any time, with offers varying with specific terms and conditions. (Correct at time of print).

## Pensions

- Teachers’ Pension Scheme (qualified teachers only)
- Local Government Pension Scheme

## Day Nurseries

- Barracudas Holiday Club
- Kids Kingdom Day Care
- Willow Tree  
and Little Willow Nursery

## Fitness

- 1 life
- Anytime Fitness
- Blueprint Fitness
- Ceroc Dance Class
- Everyone Active
- More Leisure
- Nuffield Health
- Oxford Belfry Leisure Club
- Pegasus Gym
- Places Leisure
- Punch Hub

## Health & Wellbeing

- Aylesbury Healing Centre
- A Touch of Wellbeing (Shiatsu and Thai Yoga Massage Treatments)
- Julie Patterson Reiki
- Mi:Skin Clinic
- The Archway Beauty Salon & Clinic

## Restaurants & Cafes

- BB's
- New York Deli
- Noodle Nation,  
Aylesbury & High Wycombe
- The Manor, Aylesbury

## Other

- A-Plan Insurance (Aylesbury)
- Aylesbury Waterside Theatre
- Boundless
- Costco Cash and Carry Warehouse
- Cranberry Heart Greeting Cards
- CSSC Sports and Leisure
- DAC removals (Aylesbury)
- Dunham McCarthy
- Easy Storage
- Hidden Cambridge Walking Tours
- Just tyres (Aylesbury)
- Kaarp benefits
- Microsoft Home Use Programme
- Mooch the Pooch
- PS Discount - Black Card
- Protect Will Writing
- Ross the tailor
- South Buckinghamshire Golf Course
- Starr Business Stationery (Beaconsfield)
- Surelock Homes Security
- Timpson (Aylesbury Tesco, Broadfields)
- Willows Specialist Dry Cleaners

## Travel Choice

Buckinghamshire Council maintained schools are eligible for 50% off the normal fare on single and return tickets on some bus services that start or finish in Buckinghamshire.

- Arriva Employee Travel Club
- Car Benefit Scheme
- Cycle to Work Scheme

## Long Service Awards

Support staff awards for long service to Buckinghamshire Council:

- 10 years' service is £100
- 15 years' service is £150
- 25 years' service is a gift to the value of £300

## Training

Every member of the team receives:

- An excellent comprehensive Induction Programme
- A supportive community, with mentors to guide and help develop your career progression
- A bespoke Continuing Professional Development programme, lined to our School Development Plan and the individual employee's development needs, which are reviewed at the regular reviews
- Access to a wide spectrum of e-Learning courses, featuring multiple specialist subjects
- Access to third party specialist training providers on specialist subjects

## Opportunities

Being a Federation of schools, opportunities present themselves regularly for members of the team to progress their career in an advancing role, as well as other roles in other departments.

Having our own dedicated HR Department, as well as weekly bulletins to all staff, opportunities are highlighted regularly, and the career progression internally is always a priority for us.



## Contact Us

### The Vale Federation

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# Gallery







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