

Candidate Information Brochure



ST ANDREW'S SCHOOL, TURI, KENYA
Seeking the Highest since 1931

Special Educational Needs And Disabilities Coordinator

St Andrew's Preparatory School, Turi

1 SEPTEMBER 2026 START



THE SCHOOL

St Andrew's, Turi is one of the most prominent international schools in Kenya and has an outstanding reputation throughout Africa. Founded as a Preparatory School for the children of expatriates in 1931, it has grown to comprise both Preparatory and Senior Schools and to welcome children of over 25 nationalities, the majority of whom are now African.

The School is a vibrant, demanding and supportive community which encourages pupils and staff to seek their highest at all times.

It is fully coeducational and boarding, teaches the British curriculum and sends pupils to universities in the UK, America, Australia and many other parts of the world. Specifically at the Prep School, the British curriculum is taught from EYFS to Year 8. The majority of students move from the Prep School to the Senior School, though a small number also go on to leading Independent schools in the UK and South Africa.

St Andrew's has a strong Christian foundation and ethos, which define and govern the nature and work of the School today. While children from all faith backgrounds are welcome, the School's Christian character is clearly evident in its underlying educational philosophy and practice.



APPLICATIONS WELCOME

SPECIAL EDUCATIONAL NEEDS AND DISABILITIES COORDINATOR

Are you passionate about making a lasting difference to the lives of children with additional needs? Do you believe that inclusion, understanding, and high expectations should sit at the heart of every school community? We are seeking an inspiring and dedicated SENDCO to lead, champion, and develop outstanding provision for pupils with special educational needs and disabilities. This is an exciting opportunity to work within a supportive, values-driven environment where collaboration, compassion, and ambition come together to help every child seek their highest.

Join us as we put inclusion into action, unlock potential, and empower every child to flourish!

After many fulfilling years supporting our SEND pupils and generously sharing her creativity and expertise across all areas of school life, as well as leading a thriving department, the incumbent will be leaving to pursue new professional opportunities.....or perhaps simply to take some well-deserved rest.

St Andrew's Prep School follows the British Curriculum, with the aim to achieve excellent value-added for each child through outstanding care and a wealth of opportunities for development.

St Andrew's, Turi will offer the successful applicant/s an exciting and dynamic working environment, personal mentoring and leadership development, happy and enthusiastic pupils who enjoy learning, suitable accommodation onsite, and a strong sense of community.

It is essential that the appointee is a committed Christian who supports the School's Christian character and ethos.

Vision

Seeking the highest for every individual with Christ as our guide.

Mission

To be the leading international School in Africa, transforming the Hearts, Minds, Bodies and Souls of tomorrow's leaders.

MESSAGE FROM THE DIRECTOR, MR GEERT SIMONS, FOLLOWING THE OCTOBER 2025 ISI INSPECTION:

We are delighted with the outcome. The inspectors confirmed that St Andrew's meets **all BSO Standards across every area of school life**. They repeatedly commended the excellence and quality they observed: strong leadership and governance, high academic expectations, an inspiring curriculum, impressive co-curricular breadth, warm and effective boarding provision, and a culture of respect, compassion and ambition among our pupils. They spoke highly of the spiritual, pastoral and moral education that underpins daily life at Turi, and of the confidence, curiosity and resilience they saw in our students.

The report also acknowledges the strength of our safeguarding culture and the professionalism of our staff. It highlights how well our pupils are cared for, known, challenged and supported. These affirmations reflect the hard work of every colleague in every part of the school, and the trust placed in us every day.





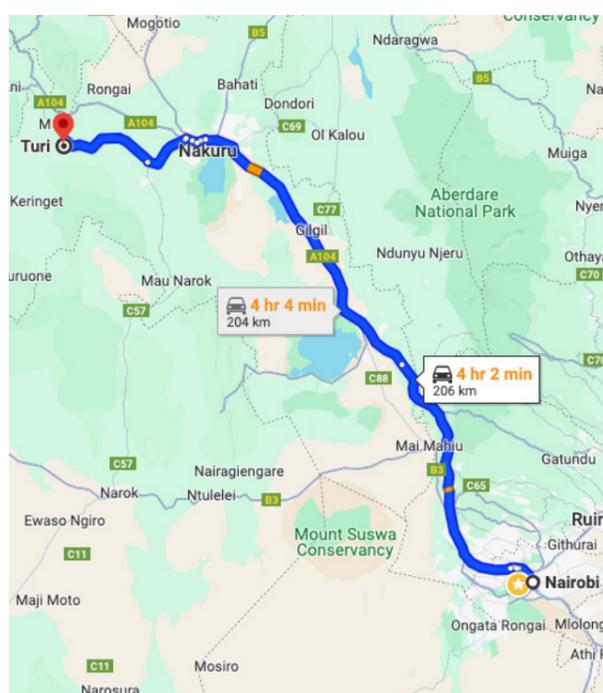
The School is situated on a beautiful 450-acre site on the western slopes of the Rift Valley some 200km NW of Nairobi. All members of staff are housed on the campus in School accommodation and enjoy significant domestic help. Near the Equator and at 2600m, the climate is temperate. It is malaria free.

Co-curricular provision both within the Prep School and as a Whole School is strong. At present, the Prep School enjoys an excellent reputation in Kenya, and in particular on the IAPS circuit, for its co-curricular contributions. Over the past few years, the Prep School has been National Champions in Athletics, Hockey, Football, Netball, Rugby and Rugby 7s.

We are also hosts of the IAPS Orchestral Weekend, the major musical event of the schools' calendar, and have a superb standing in the choral realm.



With parks like the Nakuru National Park and the Maasai Mara as well as perfect beaches and stunning mountains, Kenya offers a rich natural and cultural experience.



THE ROLE

We look to recruit committed and resourceful staff, who are looking to not only develop their skills and leadership capacities, but also embrace new experiences and challenges.

The successful candidate will have a relevant degree, a recognised teaching qualification (e.g., PGCE), and extensive SEND experience, demonstrating both professional expertise and a commitment to supporting all learners.

Beyond that, we need staff who love working as part of a team; who are first-class communicators and who are passionate about the subjects and pupils they teach; who are creative and diligent in their planning; who are adaptable, energetic and resilient.

This post would suit someone looking for a new challenge, wanting to develop their areas of responsibility as well as leadership skills.

Experience of working in a Prep School, or in boarding, would be desirable, but not essential. Above all, what matters is a commitment to help us provide a world-class education and pastoral care for our children.

ACADEMIC STRUCTURES

The Prep School is structured along academic lines. The pupils move from EYFS / Key Stage 1 into Key Stage 2, and finally into Key Stage 3.



KNOWLEDGE AND EXPERIENCE

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> A good degree Recognized teaching qualification e.g. PGCE Registered with the Kenyan Teacher's Commission (TSC), applicable for Kenyan applicants only 	<ul style="list-style-type: none"> A demonstrable commitment to professional self-improvement A good degree in either Education or PGCE in Education
Knowledge	<ul style="list-style-type: none"> SEND legislation, statutory guidance, and current best practice Inclusive teaching strategies and reasonable adjustments A range of special educational needs and disabilities Systems for assessment, monitoring, and record keeping Awareness of curriculum adaptation and differentiation strategies 	<ul style="list-style-type: none"> Understanding of the latest research in SEND and inclusive education Knowledge of multi-agency approaches and external support services Familiarity with interventions for social, emotional, and mental health needs
Experience	<ul style="list-style-type: none"> Identifying, assessing, and supporting pupils with SEND Working collaboratively with teachers, parents, and external professionals Leading or contributing to inclusive practice across a school Supporting pupil progress and wellbeing through targeted provision Implementing and evaluating targeted interventions for pupils with SEND Training or mentoring staff on SEND best practice 	<ul style="list-style-type: none"> Leading or coordinating SEND across a whole school or department Experience supporting pupils from diverse backgrounds and championing an inclusive school culture Experience of teaching in a Prep School and/or boarding context



SKILLS AND ATTRIBUTES

- A strong personal empathy with the School's Christian ethos
- Proactive, sound judgement combined with the highest standards of personal integrity, energy, stamina, resilience, empathy, enthusiasm, and a sense of humour
- Ability to work dynamically and flexibly as part of a team, to show initiative and imagination and the ability to inspire others
- The presence, intellect, tact and credibility to represent the Prep School at all levels and to a variety of audiences, both internal and external
- Vision, creativity, imagination, and academic curiosity
- First class oral and written communication and presentation skills
- High levels of discretion and confidentiality
- The ability to manage and prioritise a diverse workload, to meet deadlines, and to work calmly under pressure
- Personal presence and presentation
- Highly literate and numerate
- Excellent in the use of IT
- High work standards evidenced by a consistently thorough detailed and organised approach.
- The ability, skill and enthusiasm to contribute to and lead cocurricular activities.

BEYOND THE CLASSROOM

The successful candidate would be expected to contribute to the co-curricular and pastoral life of the School. This includes activities in the evenings and on weekends.

All staff participate in the School's extensive co-curricular activity programme as well as in the boarding houses.

All talents are most welcome and the School has a strong reputation for the standard and participation in its sport and music as well as other co-curricular areas.

Because of our natural environment, applicants with Outdoor Education experience and qualifications would also be welcome.



ROLES AND RESPONSIBILITIES OF ALL TEACHING STAFF AT ST ANDREW'S SCHOOL

St Andrew's School is a boarding School which welcomes Day pupils. The nature of a St Andrew's education is that it is broad and encompasses the full range of human development; Mind, Heart, Body and Soul.

It is a requirement that all teaching staff are directly involved in all areas of School life for following reasons:

1. Teaching staff are role models for the pupils. Pupils have to embrace a broad education and staff must model this behaviour;
2. Pupils live in School and are engaged with School life at all times, they respect staff who demonstrate a similar level of commitment to their own;
3. The School places a high value on teamwork. A shared commitment is essential to the effective working of the School;
4. The School is operational at all times during the term and staff must be flexible in order to respond to changes of circumstances including boarding arrangements. The boarding nature of the School means that certain working practices take place that are not found in every School. These affect all teaching staff.

Amongst these (but not excluding others) are the

following:

1. Running activities on a Saturday or Sunday throughout term time, every alternate weekend;
2. Social, academic or spiritual duties in the evenings;
3. Activities or games coaching from 1500-1700 on weekdays;
4. Subject, tutor, leadership meetings which take place at various times of the day, including early mornings;
5. VISO weekends occur once every half term. Staff are required on duty for both days of that weekend.

This level of commitment is common to major boarding Schools and the staff who work in them do so because they are attracted to the opportunities that such a high degree of vocational commitment conveys.

Despite all of the above, please rest assured that as a school we value family time and make every effort to ensure you are able to balance family life with work commitments.

The Rising Phoenix (the staff club) is a community hub and involvement within it is a collegial and social opportunity.



TERMS AND CONDITIONS

Remuneration

There is a generous overall remuneration package as detailed below (the cost of living in Kenya, at Turi, is significantly lower than in the UK):

- Salary: The successful applicant will be placed on the Teachers' Pay Scale.
- Accommodation: a partially furnished house is provided free of rent but as a taxable benefit. Domestic and gardening help is arranged by the School, but paid for, at local rates, by the appointee.
- School fees (where applicable): there is a 100% fee remission for staff children throughout the School; places are subject to the School's normal entry requirements. Fee remission is a taxable benefit. The school will pay 2/3 of the taxation on behalf of the appointee while the appointee will be responsible for 1/3 of the same.
- Medical care: all members of staff and their families (dependant children under the age of 18 years) are covered under a comprehensive insurance scheme, which offers worldwide cover (excluding USA and Caribbean); the

costs of insurance are fully covered by the School.

- Pension: the School operates a defined contribution pension scheme in which the employer and employee each contributes 6% of monthly salary. For employees emigrating from Kenya at the end of their contract, the full value of the contributions, plus accumulated interest, can be withdrawn from the scheme.
- Relocation: outward and return flights for the appointee, and for his/ her spouse and dependent children [up to the age of 18] as applicable, together with a freight allowance, at the beginning and end of the contract period, are paid for by the School.
- Meals: these are provided free of charge during term time as a taxable benefit.
- Facilities: extensive sports facilities are open to use by staff and their families.

Hours of work and holiday entitlement

The role is full-time and includes working in the evening and at weekends as required. The successful applicant is expected to take a full and active part in the boarding provision of the school.





Application Procedure

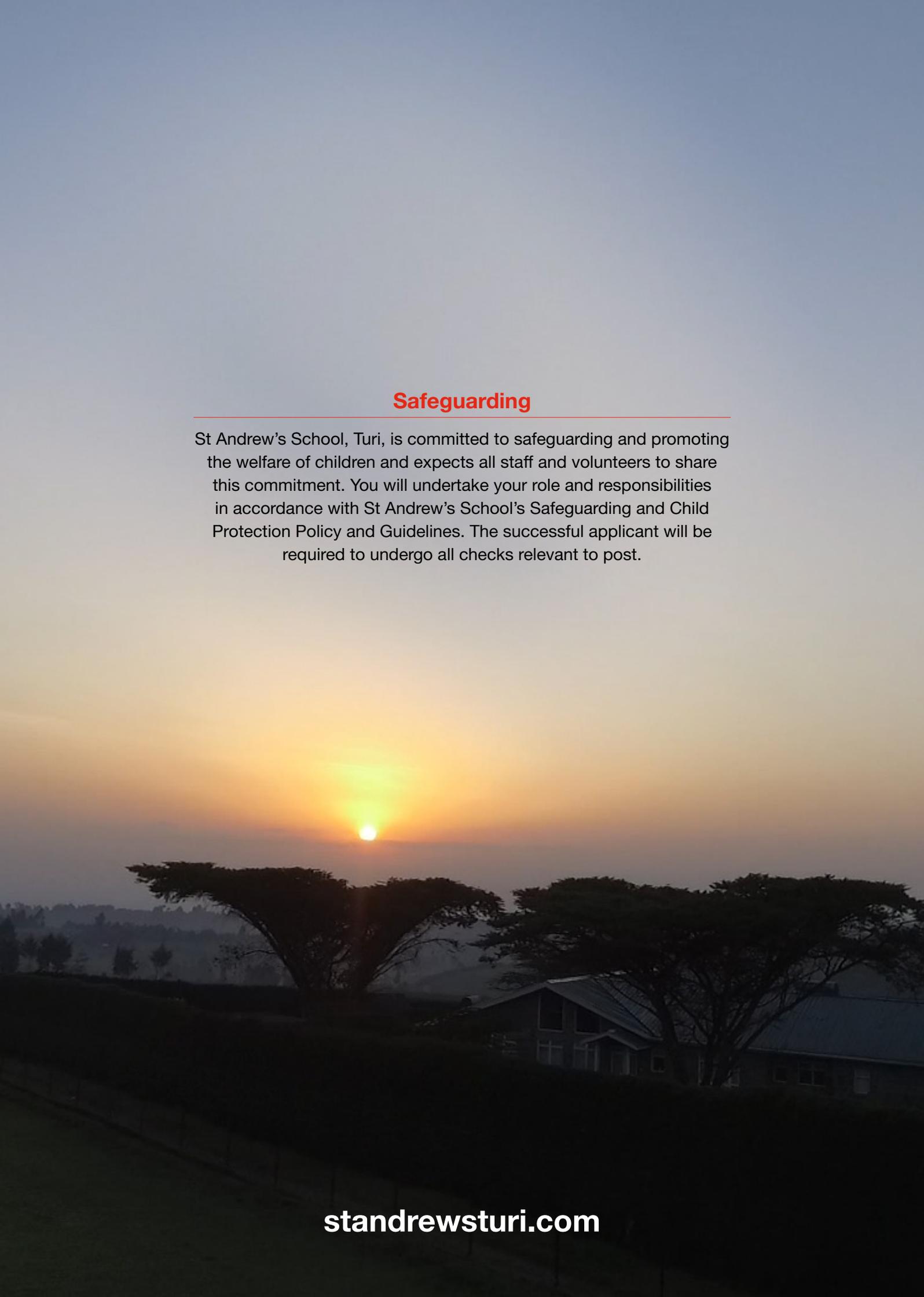
To find out more please contact the Head of HR, Mrs Maurine Roseline Arwa.

Tel: +254 (0) 734288501 • Email: HeadofHR@turimail.co.ke

Applications should be submitted via the school website [St. Andrews Turi Career Opportunities - St. Andrews Turi \(standrewsturi.com\)](https://standrewsturi.com) and include: a completed application form, and a brief covering letter.

[Application forms](#) are available on the School website.

- Closing date for applications: **Sunday 25th January 2026.**
- Preliminary online interviews: **Sunday 1st February 2026.**
- Final Interviews (St Andrew's): **Monday 9th / Tuesday 10th February 2026**
- Start Date **1st September 2026**

The background of the page is a scenic photograph of a sunset. The sun is a bright, glowing orb positioned in the center of the frame, just above the horizon. The sky transitions from a deep blue at the top to a warm orange and yellow near the sun. In the foreground, there are silhouettes of large, spreading trees and the roofs of several buildings, likely part of a school campus. The overall atmosphere is peaceful and serene.

Safeguarding

St Andrew's School, Turi, is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. You will undertake your role and responsibilities in accordance with St Andrew's School's Safeguarding and Child Protection Policy and Guidelines. The successful applicant will be required to undergo all checks relevant to post.