

Show  
*Respect*

Anything  
is  
*Possible*



Ashby  
School

Empowered to Learn

Accept  
*Responsibility*

# *Recruitment Pack*

Build  
*Resilience*



Ashby  
Sixth  
Form



## Message from the Headteacher

Thank you for expressing an interest in this post at Ashby School. Ashby is a school with a proud history and a strong position in the local community; where students are delighted to learn, and staff are excited to work. Ashby School is a thriving, successful and over-subscribed 11-19 Academy with over 1,600 students on roll including 500 in Ashby Sixth form. Conveniently located close to the M42 and M1, within easy reach of several areas of outstanding natural beauty and with the National Forest on the doorstep, the school is set in its own attractive grounds in the expanding market town of Ashby-de-la-Zouch, Leicestershire.



Ashby School has recently completed age-range change and now provides a through education for student from Years 7 to 13 in conjunction with our excellent Ashby Sixth form which welcomes 250 students a year from a range of local schools. We are thrilled that age range change has allowed us to increase our engagement in our local community and believe all our students benefit from this change.

Part of the LiFE Multi-academy Trust, our School and Sixth Form pride themselves on putting students at their heart. We want all our students to be happy and successful and are committed to ensuring that all students fulfil their academic potential. However, at Ashby, we realise that academic success is only a part of our role as educators. We offer our students a range of opportunities to enable them to embrace our core values; to 'Show Respect'; 'Accept Responsibility' and 'Build Resilience' to prepare them for their successful futures. We were delighted to see our approach to this work and the results of our recent improvement and innovation reflected so positively in our Ofsted inspection in January 2024 where we were judged to be a good school with a good Sixth Form provision.

Ashby is also a school built on the power of its staff. We have a great team of professionals, with exceptional subject knowledge, who enthuse students about the subjects they love. Ashby School also takes huge pride in growing the professionals of the future; working closely with a range of local ITT providers, as well as utilising professional development opportunities both within and beyond the MAT to ensure that investing in our staff is a key feature in our improvement strategy. This is evidenced by so many of our staff staying at Ashby year after year with several growing from their NQT year into Senior Leadership positions and giving back to their school community through the work they do.

Such investment in staff is also indicative of our willingness to work with those we employ. We know that through a career, things change and new challenges arise. We are proud of the work that we do with staff

We look forward to your application and showing you that 'Anything is Possible' in such an innovative and exciting setting!

Dr Jude Mellor



## Our Ethos

### *'Empowered to Learn'*

We want every student to have the support they need to succeed, while recognising that success looks different for every student. We also appreciate that students need to learn to be empowered; it is this ethos that underpins our commitment to develop the whole child both within and beyond the classroom.

### *'Anything is Possible'*

Society is evolving rapidly which makes the future possibilities endlessly exciting for our students. We want them to embrace these opportunities, develop the skills they need to navigate the challenges ahead and embody our ethos that 'Anything is Possible'.

Our staff go the extra mile every day. Alongside our academic successes, we believe in creating a school community that reflects the kind of society in which we want to live.

We seek to embed these in all we do as embodied by our innovative and unique Empowering to Learn curriculum at the heart of our Key Stage 3 provision.

## Our Student Experience

Our Key Stage 3 curriculum provides a broad and balanced experience for our students meeting the National Curriculum requirements alongside our own Empowered to Learn curriculum which invests in our young people by growing skills for learning and life. The result is a varied curriculum delivered in fantastic facilities that supports progression to Key Stage 4 and beyond.



Our Key Stage 4 curriculum incorporates a broad and balanced offer that is flexible enough to meet the needs of our individual students and best supports both achievement and progression to further education be that within our own Sixth Form or beyond. A significant number of our KS4 students study a language at GCSE.

Ashby Sixth Form provides a wide range of qualifications for students who have studied in our own Key Stage 3 & 4 but also welcomes around half its students from schools from the wider locality. Providing the broadest curriculum offer in North West Leicestershire, students' progress from our Sixth Form into Apprenticeships, employability and university equipped with the qualifications, skills and experiences to make them successful, whatever path they choose.





## Our Pastoral Support

Each of our year groups are led by a pastoral Year Team Leader and supported by Pastoral administrative team who focus on supporting our Looked After Children and those in receipt of Pupil Premium as well as wellbeing.



Our dedicated Inclusion support includes:

- The LINC Learning and Inclusion Centre where our dedicated team of Teaching and Learning Support Assistants work with students with Special Educational Needs in both classroom settings and intervention groups.
- Our students focused well-being provision.
- The Gateway, an on-site Alternative Provision supporting students who find mainstream learning more challenging through facilitating a range of hybrid learning models.

## Our Curriculum & Learning Support

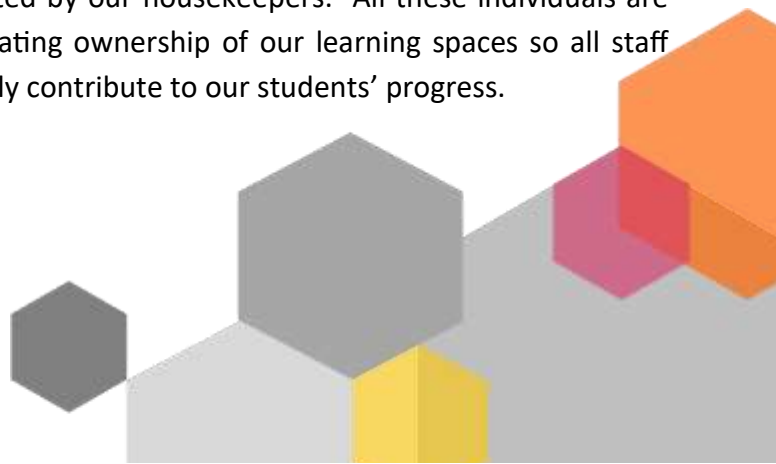
We support our students' learning through a range of staff positions including:

- Our Teaching Assistants who support individual and small groups of students with a range of learning needs
- Our cover supervision team who work with students in the event of staff absence to maintain learning.
- Our library team who support our students to open their minds through reading
- Our technicians who work in our practical subjects to both support and facilitate learning in a student facing way.
- Our administrative support who ensure the smooth running of our school
- Our data team who support tracking and intervention of student progress



## Our Premises, Catering and Cleaning Team

We strongly believe that where we create the right environment for learning, our students have the best possible chance of success. We do this through investment in our premises, catering and cleaning teams all supported by our housekeepers. All these individuals are key to creating ownership of our learning spaces so all staff can tangibly contribute to our students' progress.





## Staff Wellbeing

Staff wellbeing, and ensuring a healthy work/life balance for our staff is very important. We have lots of wellbeing initiatives in place to support staff in their roles, including:

- A wellbeing specific e-mail up for you to use when you need to talk to someone
- Weekly staff challenges to encourage team building and fun
- Weekly check-in email for staff to feedback on what is going well and what needs to improve
- Weekly nominations of other staff who have gone above and beyond which are then celebrated in the whole school weekly briefing
- Arranged Monthly wellbeing activities for example badminton, yoga etc.
- Wellbeing working group who organise activities and review initiatives
- Secret buddy initiative in place (over 20 staff taking part)
- Wellbeing posters so you can easily see who our Wellbeing group members are and other helpful websites and numbers
- Employee Assistance Program which gives you access to:
  - ◆ Confidential, independent and professional (including legal and financial) support and advice
  - ◆ Counselling Options
  - ◆ Life Coaching and Mindfulness
  - ◆ Manager Assist for those in Supervisory roles
- Half-termly whole school breakfasts/treats and a Christmas Lunch
- Staff Social Events including a Christmas and Summer Party and external trips
- Staff football, swimming and book clubs
- Staff able to use the new fitness suite on the Sixth Form site
- Free tea and coffee
- E-Mail restrictions for a good work/life balance (weekdays 7am-7pm)
- Trust Long service awards
- Menopause Policy
- Presumed Professionalism or time accrued in Lieu arrangements to support attendance at appointments
- A Trust Flexible Working Policy

### Vision:

Our Trust has a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.



### Values:

- Ensuring that every student achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to contributing to our communities and leading beyond the school gate
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating exceptional performance and contributions inside school and in the wider world
- Valuing and promoting the celebration and understanding of equity, diversity and the qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported paying first attention to the most vulnerable
- Committing whole-heartedly to collaboration within, between and beyond our academies
- Ensuring our curricula are agents for the promotion of our value

The LiFE Multi Academy Trust currently consists of 10 Schools; Ashby School, Bosworth Academy, Braunstone Frith Primary Academy, Countesthorpe Academy, Desford Community Primary School, Dovebank Primary School, Kingsway Primary School, Ibstock School, Ivanhoe School and Winstanley School.

***At LiFE Multi Academy Trust and Ashby school we embed the principles of equality, diversity and inclusion into everything we do. As a Trust we actively encourage applications from those in minority groups and with diverse backgrounds.***

***LiFE Multi Academy Trust and Ashby school are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.***



## **Safer Recruitment Applicant Information**

The information contained within this document is aimed at helping applicants understand what is required should they be asked to attend for interview.

### **SAFEGUARDING CHILDREN AND YOUNG PEOPLE**

Ashby School has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforce.

The post you are applying for involves working with children and/or young people and you will be subject to Ashby School's safer recruitment process.

### **PRE- EMPLOYMENT VETTING**

As part of its safer recruitment and selection process, Ashby School operates a strict pre-employment vetting procedure. All applicants will be required to undergo the checks outlined below.

### **Declaration of Previous Convictions**

The amendments to the Rehabilitation of Offenders Act 1974, Exceptions Order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions is available on the Ministry of Justice website.

Should you be shortlisted for the position, you will be required to complete a criminal records self-declaration form in order to provide any information about any unspent and unprotected criminal records that you may have.

### **Disclosure and Barring Service (DBS)**

Successful applicants seeking to work with children and/or young people will be required to undergo an Enhanced DBS Disclosure; this will include a check against the Barred List.

A Barred List check is the minimum check required for staff working in organisations. Successful applicants will be checked against the List prior to an offer of appointment being made.

We will also retain, with the permission of the applicant, the DBS Disclosure documents of any 'hold' candidates. These documents will be destroyed once a decision (offer and acceptance) has been reached.

Where an applicant is not normally resident in the United Kingdom or has been resident outside the United Kingdom for more than six months, a certificate of good conduct will be required from the previous country of residence.



## **Qualifications**

If the post applied for requires a specific qualification, the applicant will be required to bring the original certificate along to the interview. If the original certificate is unavailable, a certified copy of the document must be provided by the issuing establishment.

## **Registration with a Professional Body**

If the post applied for requires registration with a professional body, the applicant will be required to bring the original certificate along to the interview. If the original certificate is unavailable, a certified copy of the document must be provided by the issuing establishment.

Ashby School will verify registration/membership with the relevant professional body.

## **References**

Applicants are required to provide a minimum of two referees, one of which must be your most recent employer. One reference must be from a referee where the employment involved working with children and/or young people wherever possible.

If you have worked in a school, the referee must be the Headteacher/Business Manager of that school.

If you have undertaken voluntary work with children and/or young people, you should use the leadership of such voluntary provision as a referee.

In addition, Ashby School will seek references from educational establishments for those applicants with no previous employment history.

**Under no circumstances will Open References (i.e. addressed “to whom it may concern”) be accepted.**

In all cases, Ashby School will contact the referee prior to the interview, except if you have specifically indicated that you would prefer us to contact them only if you are made an offer of appointment.

## **Eligibility to Work in the UK**

Ashby School has a legal obligation to check documentary evidence to confirm that all potential employees are eligible to work in the UK.

## **Medical Assessment**

All offers of appointment will be subject to the satisfactory outcome of a medical assessment procedure.

## **IMPORTANT NOTICE TO ALL APPLICANTS**

As stated previously, all offers of appointment are made subject to the satisfactory outcome of the pre-employment checks for the post.





## Extended Leadership Team Faculty Team Leader – The Arts

Full time, Permanent, Leadership Spine L6-L9

Closing date 31<sup>st</sup> March 2025 at 9am

Must include a music specialism

Do you want a job that is fulfilling? Do you love and value supporting young people? Do you believe in the opportunity for every child to have the best possible opportunity to learn? Are you patient, tenacious, optimistic and a great communicator? Then Ashby School could be the place for you!

We believe that Ashby is a great place for students to take their next educational steps, be it as they join our Year 7 or our excellent Sixth Form providing next steps for students across North West Leicestershire. We also believe it is an equally great place to start or take your next steps in employment.

Part of LiFE Multi Academy, Ashby school is an exciting fulfilling place to work.

We are committed to support our employees and so applications for flexible working within this post will be considered. We are also willing to consider combining this post with others we are currently advertising if you are interested in a more varied approach.

### Safeguarding Statement

LiFE Multi Academy Trust and Ashby school are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.

At LiFE Multi Academy Trust and Ashby school we embed the principles of equality, diversity and inclusion into everything we do. As a Trust we actively encourage applications from those in minority groups and with diverse backgrounds.

So, if you think this could be just what you have been looking for, we look forward to welcoming your application!

Further details available on the school website: [www.ashbyschool.org.uk](http://www.ashbyschool.org.uk)

## Extended Leadership Team Faculty Team Leader – The Arts

Faculty Team Leader for Music & the Arts

Are you our next Director of Creativity?

Do you have the passion to be the Maestro of Ashby School?

We are delighted to announce a unique opportunity to lead our successful and vibrant Arts Faculty alongside the chance to lead and deliver Music education through Key Stage 3, 4 and 5. The Performing Arts are a thriving aspect of Ashby School and sit at the heart of our belief that when students are Empowered to Learn, Anything is Possible! With the aim to support students' academic achievements within a creative learning environment and contribute positively to their holistic educational experience, are you the right person for this challenge?

The Arts faculty comprises Art, Drama, Music, Film, Media and Photography with the intent to instill a lifelong appreciation of the Arts in our students through opportunities to create and perform across a range of media. The specialist teachers in all the Arts departments work together to ensure that both curriculum and extra-curricular activities achieve this vision. We are looking for a Faculty Team Leader who shares this passion and views the Performing Arts to be an integral part of students' learning at Ashby School. Arts learning is based in a dedicated building comprising Art rooms, classrooms and music facilities alongside a fully equipped drama studio. In addition, our Drama studio can be opened into our theatre which boasts a 220 seat raked auditorium with a professional lighting, projection and sound facilities run from an overlooking control room. The faculty also has a Performing Arts technician who works alongside the teaching staff as well as facilitating external use of our theatre space.

Music is a key part of the Arts Faculty and is taught in two dedicated classrooms, one facilitating ICT learning via both Sibelius and Cubase, three practice rooms and a recording suite. Students study Music in Years 7 to 9 and have access to a wide range of instruments including keyboards, ukuleles and world music percussion. We also offer Music at GCSE & A level and have groups in all years who follow the Edexcel specifications and achieve successful outcomes as well as continuing to study the subjects at both University and specialist institutions.

Beyond the curriculum, we have an amazing & exciting extra-curricular offer within Music and the Performing Arts. This includes Orchestra, Jazz Band and Choir which take place weekly with concerts every term alongside students performing as soloists and in small ensembles. Once a month we have an Arts Showcase Performance at lunchtime for students and staff. We also have a programme of cross subject Showcases which take place in the Autumn and Summer Term. Our musical productions are a pivotal part of the Performing Arts Calendar and a huge showcase of our students' talents. This year we had a very successful performance of Shrek The Musical which had over 100 students involved both on stage and as part of the technical and production team. Previous productions have included We Will Rock You and Return to the Forbidden Planet and a passion to support students to perform to this level is a key consideration in this appointment. To support our students in this pursuit, we also have 8 visiting Peripatetic Music teachers offering a full range of instrumental and singing lessons that students can access individually or in small groups.

Ashby School is part of the Life MAT and we benefit from collaborative working across all of the MAT schools with an extensive programme of professional and subject specific CPD.

## Extended Leadership Team Faculty Team Leader – The Arts

The post offers an exceptional opportunity for an experienced teacher looking for their next challenge, or an individual seeking to begin their leadership journey in a student and staff centred Academy. We offer an excellent Continued Professional Development programme for all our staff and are committed to continuous improvement in both teaching and learning within a supportive environment. We also extend this to support the development of leadership skills for colleagues at all points on their journey embracing the full range of NPQs as appropriate within this progression.

We are proud of the work we do at Ashby School: if you are passionate about your subject, share our enthusiasm for teaching and learning and are seeking to develop your practice in a supportive and dynamic school, we would be delighted to hear from you.

### Job Description

Grade	Leadership 6 - 9
FTE	£56,316 - £60,644

All members of Ashby School extended leadership team uphold public trust in school leadership and maintain high standards of ethics and behaviour. This is demonstrated through the following aims:

- To love and live pedagogy driving towards Ashby Great Teaching day in day out for every child
- To relentlessly model high standards and expectations for and of all within the organisation
- To sustain the school's ethos and strategic direction
- To create a culture where students experience a positive and enriching school life
- To uphold ambitious educational standards which prepare students from all backgrounds for their next phase of education and life
- To promote positive and respectful relationships across the school community and a safe, orderly and inclusive environment
- To work to establish a culture that promotes excellence, equality and high expectations of all students.
- To Contribute to the school aims
- To establish, monitor & evaluate policies to promote high standards as pertain to their area of responsibility.
- To carry out other relevant duties appropriate to the level of leadership
- To monitor and intervene to actively promote staff well-being and work-life balance.

In addition,

Delegation	<ul style="list-style-type: none"> <li>• To actively support the wider leadership team in the event of absence</li> </ul>
Teaching & Learning	<ul style="list-style-type: none"> <li>• To monitor, evaluate and review the Quality of Education, pedagogy and assessment to achieve the very best outcomes for students.</li> <li>• To ensure Schemes of Learning and Faculty Improvement Plans lead to high quality teaching and learning outcomes.</li> <li>• To ensure a range of effective learning opportunities that foster enjoyment and progress leading to positive outcomes.</li> </ul>
Curriculum & Assessment	<ul style="list-style-type: none"> <li>• To create an explicit Faculty vision for learning and teaching in line with whole school priorities and ethos, National Curriculum Programmes of Study and KS4 &amp; 5 Specifications.</li> <li>• To establish, communicate and continually review the curriculum intent for the faculty and subjects contained within it</li> <li>• To lead the development of long, medium and short term planning.</li> <li>• Driving learning and therefore achievement through effective use of formative and summative assessment for students to cohorts</li> </ul>
Behaviour	<ul style="list-style-type: none"> <li>• To support our whole school culture of behaviour for learning</li> <li>• To lead and be accountable for behaviour for learning within the faculty</li> <li>• To actively support teachers to promote positive classroom behaviour management.</li> </ul>
Inclusion	<ul style="list-style-type: none"> <li>• To strategically seek out and listen to stakeholder feedback to support our inclusion ethos.</li> </ul>

## Extended Leadership Team

### Faculty Team Leader – The Arts

	<ul style="list-style-type: none"> <li>To safeguard and promote the welfare of all students.</li> <li>To ensure the school fulfils its statutory duties with regard to the SEND code of practice</li> <li>To assure the curriculum offer to our students learning beyond mainstream</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>To contribute to CPL both across the whole school and through links with other Faculty and Subject leaders.</li> <li>To develop and lead strategies to enable teachers to raise teaching standards and levels of student achievement at all levels.</li> <li>To professionally develop faculty staff through induction, coaching, PIP and professional mentoring in order that high levels of performance are secured.</li> <li>To coach colleagues to meet their personal and professional targets where appropriate.</li> <li>To actively engage in CPL within the broader Trust and world of education</li> </ul>
Organisational Management	<ul style="list-style-type: none"> <li>Whole school middle leadership accountability and development, including maintaining effective professional communication with the SLT leadership link, carrying out duties and actively supporting school policies and ethos.</li> <li>To ensure distributed leadership within the team by establishing clear roles and responsibilities, monitor effectiveness and hold staff to account so that teachers, teaching assistants and students enjoy enhanced practice in the classroom.</li> <li>To identify, plan and monitor resource allocation to ensure an equally high quality of experience for every student.</li> </ul>
Continuous School Improvement	<ul style="list-style-type: none"> <li>To seek out developments in the subject(s) in order to become an advocate and leader in the development of cutting-edge pedagogy and practice.</li> <li>To lead Self-Evaluation in the faculty including data analysis and action planning leading to improved achievement.</li> <li>To identify future priorities and developments for the subject(s) in the faculty.</li> <li>To support and monitor new &amp; training staff (as appropriate).</li> </ul>
Standards	<ul style="list-style-type: none"> <li>To set appropriate targets, monitor progress and ensure appropriate action plans are in place where issues are identified.</li> <li>To proactively participate in whole-school initiatives to increase achievement.</li> <li>To ensure all students make appropriate progress, holding to account where progress is not appropriate.</li> <li>To utilise assessment data in order to strategically monitor student and class progress and use appropriate intervention strategies.</li> <li>To ensure the driving of standards by Upper Pay Scale teachers where cohorts do not have specific subject leadership</li> </ul>
Working in Partnership	<ul style="list-style-type: none"> <li>To work successfully with other schools and organisations in a climate of mutual challenge and support</li> <li>To communicate effectively with stakeholders to promote curriculum.</li> <li>Contribute to the development of effective subject links with external agencies and feeder schools and disseminate findings as appropriate.</li> <li>To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings.</li> </ul>
Governance & Accountability	<ul style="list-style-type: none"> <li>To ensure examination and other protocols are followed correctly including with respect to NEA where appropriate.</li> <li>To ensure deadlines are met by the Faculty.</li> </ul>