

Anything  
is  
Possible

Show  
Respect



Ashby  
School

Empowered to Learn

Accept  
Responsibility

Build  
Resilience

# Recruitment Pack



**LIFE**  
inspiration innovation integrity

## 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 over 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.

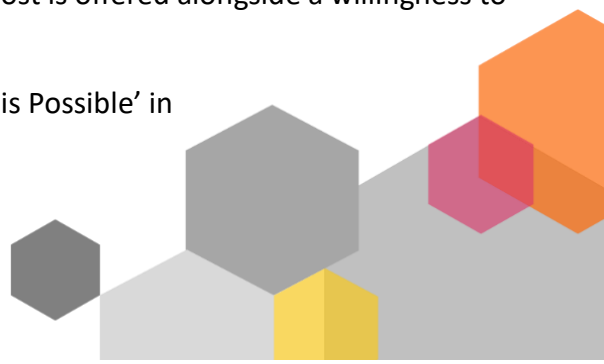
Part of the LiFE Multi-academy Trust, our School and Sixth Form pride themselves on putting students at their heart. We want all our students to be happy and successful and are committed to ensuring that all students fulfil their academic potential. However, at Ashby, we realise that academic success 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 to ensure that we can find ways to adapt to need and, as such, this post is offered alongside a willingness to discuss flexible working approaches.

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

Dr Jude Mellor



## Our school

Ashby School delivers an excellent educational experience to students across two sites; our Nottingham Road site which houses the majority of our KS3 and 4 provision and our Leicester Road site where Ashby Sixth form provision is based in campus style facilities. Across these two sites, we have superb indoor and outdoor sporting venues, a fantastic theatre, numerous purpose-built practical areas for science, design and the arts, and a vibrant and inspiring library space all set in beautiful surroundings.

Ashby School prides itself on putting students at its heart. We want all our students to enjoy a happy and successful learning experience and are committed to ensuring that all students fulfil their academic potential. Outcomes at KS4 have shown positive progress in recent years and we are look forward to realising the opportunity from educating our students through from KS3 to KS4. At KS5 our outcomes continue to be strong, with great onwards destinations and we are excited to see what more is possible as we continue to grow our student experience.

To grow their holistic education, students at Ashby can choose from a wide range of extracurricular opportunities include sporting opportunities for all abilities, performing arts, Duke of Edinburgh, a public speaking club and many more. These embody our core values of 'Showing Respect', 'Accepting Responsibility' and 'Building Resilience' and support their preparation for their successful future



Ashby School joined the LiFE Multi-Academy Trust in 2021 and is very fortunate to be growing with the support of such a holistically driven group of schools. While providing a strong framework for growth, LiFE also allows Ashby the autonomy to do the right thing in the right way for the community it serves. Working within this supportive ethos, teachers and pastoral staff set high standards for students and this is a strength of our school, making it a purposeful and secure place to be a student. In addition, there is an excellent induction programme in place for new staff and we have a strong record of helping staff to develop, contribute and make a real difference.

We do hope that you like what you have read about us in this information pack and that you are excited about the opportunity to work with us at Ashby, where we firmly believe that 'Anything is Possible'!

## 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 our pastoral admin team who focus on supporting all our students but particularly our Looked After Children and those in receipt of Pupil Premium as well as those struggling with their 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 Year Team Leader led student focused well-being provision.
- The Gateway, an on-site Appropriate 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 in the classroom and beyond
- 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 data team who support tracking and intervention of student progress
- Our administrative support who ensure the smooth running of our school



## 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

## Working in LiFE Multiacademy Trust

### 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



### 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 are 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.

