

TIBSHELF

COMMUNITY SCHOOL



RECRUITMENT PACK

OUR GUIDE FOR
PROSPECTIVE EMPLOYEES

"AIM HIGH"



www.tibshelf.derbyshire.sch.uk - 01773 872391

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Information about the school

Tibshelf Community School is a thriving, over-subscribed 11–16 secondary school, located in a stunning £17 million purpose-built site opened in November 2013. Serving a wide rural catchment across nine villages in North East Derbyshire, the school is home to over 830 students, with numbers exceeding the official PAN of 150 in every year group.

We are proud to be a school where **exceptional opportunities** are available to all. Our **outstanding curriculum** is enriched by a wide range of **superb experiences** that inspire ambition, creativity, and personal growth. We foster a **culture of high aspiration**, ensuring every student is supported to achieve their full potential, regardless of background.

Our inclusive ethos supports a diverse range of learners, including a significant proportion of students who are disadvantaged, have SEND needs, or are supported through EHCPs. We are committed to ensuring that every child thrives academically, socially, and emotionally.

Tibshelf is a **happy and supportive place to work**, where staff are genuinely valued, and wellbeing is taken seriously. We believe that a strong, motivated team is key to delivering excellence for our students, and we work hard to maintain a positive, collaborative culture.

The school attained a 'Good' Ofsted judgement in all categories in September 2021. More recently we have been inspected under the new framework and the report will be published shortly. We are pleased to have maintained our very high standards.

Key Stage 4 Examination Results

	2023 %	2024 %	2025 %
English and Mathematics 'Standard Pass'	62.4	62.2	66
English and Mathematics 'Strong Pass'	39	39.2	45
EBacc 'Standard Pass'	16.5	31.1	23
Attainment 8	44.53	43.24	44.21

Ethos

Ofsted recognised that *"the values of tolerance and respect are a core part of the school's ethos"*, and we are proud to promote these values in every aspect of school life. We believe that children thrive when they feel happy, secure, and inspired — and we place their safety and wellbeing at the heart of everything we do.

Tibshelf Community School offers **exceptional opportunities** both within and beyond the classroom. Our **outstanding curriculum** is enriched by a wide range of **superb experiences** that foster curiosity, creativity, and ambition. We are committed to creating a **culture of high aspiration**, where every student is encouraged to aim high and achieve their personal best.

Our inclusive and supportive environment ensures that all students feel safe, valued, and motivated. High levels of attendance and participation reflect the strong sense of belonging and enjoyment our students experience. We are proud to be a **happy and collaborative place to work**, where staff wellbeing is prioritised, and every member of the team is recognised and supported.

Our vision is to build on these strengths and continue to grow a dynamic, innovative learning community rooted in excellence, inclusion, and aspiration.

Governing Principle

"Working together to make our school even better."

Mission

Tibshelf Community School strives to be an outstanding learning community in which individuals are inspired, challenged and supported to become effective global citizens in the 21st century.

We Aim High Through Our Unrelenting Focus On

1. The Learner is at the heart of everything we do
2. Learning is exciting, engaging and inspirational
3. Working together as a professional community to ensure best outcomes for all

Looking Ahead

I am highly ambitious for the school and its community. I sincerely believe that we can make our school even better. We are absolutely committed to attracting the very best staff to Tibshelf and fully supporting their ongoing professional development, with improving the quality of teaching and learning, our core purpose.

If you are excited at the prospect of playing a key role in this, we look forward to hearing from you.

Visits to the school prior to application are both welcomed and encouraged. Please contact Mrs Johnston-Shaw to arrange an appointment - recruitment@tibshelf.derbyshire.sch.uk



Lucie Wainwright
Headteacher

Our School Improvement Plan

Alta Pete: Aim for the Highest

Governing Principle:

"Working Together to Make Our School Even Better"

Mission:

Tibshelf Community School strives to be an outstanding learning community in which individuals are inspired, challenged and supported to become effective global citizens in the 21st century.

We aim high through our unrelenting focus on:

The Learner is at the heart of everything we do

- 1.1 We aim high through our 'I can' culture building a climate of resilience to create independent 21st century learners
- 1.2 We aim high by having excellent practices for facilitating mental health and well-being
- 1.3 We aim high through developing an innovative KS3 curriculum that stretches, challenges and prepares independent learners for the increased demands of KS4
- 1.4 We aim high through developing a relevant KS4 curriculum that is accessible for all and develops independent learners as lifelong learners
- 1.5 We aim high to ensure that all learners achieve their potential and that all gaps are closed
- 1.6 We aim high through having the highest expectations of ourselves, each other, our school and the community

Learning is exciting, engaging and inspirational

- 2.1 We aim high through creating exciting, engaging and inclusive learning spaces
- 2.2 We aim high through challenge in our teaching to enable learners to be aspirational and make significant progress
- 2.3 We aim high through every lesson being challenging, exciting and engaging for all students
- 2.4 We aim high through ensuring that all our parents know what learning looks like at Tibshelf
- 2.5 We aim high through excellent professional development to ensure that all staff are experts in subject knowledge
- 2.6 We aim high by collaboratively working to deliver learning that enables students to be independent, reflective and resilient

Working together as a professional community to ensure best outcomes for all

- 3.1 We aim high by being cutting edge with new initiatives and legislation
- 3.2 We aim high through professionalism at all levels with a 'no excuses' culture
- 3.3 We aim high through using expert staff to develop others and actively promote an 'open door' culture
- 3.4 We aim high through collaborative working to highlight potential CPD
- 3.5 We aim high by ensuring that we have 'excellent' strategic and operational resourcing by having all staff (including Governors) in the right jobs with the right skills and specialist knowledge supported by outstanding CPD
- 3.6 We aim high through a rigorous Performance Management system linked to accountability and school improvement
- 3.7 We aim high by developing consistently excellent leadership at all levels across the school
- 3.8 We aim high through high quality services and products
- 3.9 We aim high through safe and secure working environments
- 3.10 We aim high through recognising the health and wellbeing of our staff to enable effectiveness, high levels of productivity and innovation

Staff Health and Wellbeing

We recognise the importance of ensuring that all staff at Tibshelf Community School enjoy a healthy work-life balance in order to ensure they can not only provide the best teaching and learning outcomes to our students, but that the school can promote a culture of progress and wellbeing at all levels.

We work hard offering a variety of initiatives, services and events to provide a well-rounded sense of wellbeing. A happy working life and career at Tibshelf Community School is supported by some of our key wellbeing initiatives including:

- Whole Staff Induction programme
- 1-1 personalised performance management/appraisal system
- Mentors for ECTs
- Exemplary CPD programme
- Leadership Development Opportunities
- Celebration Events
- Sports & social events
- Dedicated department bases for teaching faculties
- On-site parking
- Laptops with secure home-school access for all teaching staff
- Extended access to school during our wider opening hours
- Access to the canteen and dining facilities

In addition to the above, all staff members have access to complimentary medical and wellbeing support services available 24 hours a day / 7 days a week including (but not exhaustive):

- Nurse support service
- Emotional support and counselling
- Workplace assessments
- Occupational health referrals for access to Physiotherapy and workplace adjustments

The Application Process

Closing date:	Sunday 26 th April 2026
Proposed interview:	Friday 1 st May 2026
Start Date:	1 st September 2026

You can apply via TES or Derbyshire County Council's website, alternatively send your completed application form to recruitment@tibshelf.derbyshire.sch.uk If you would prefer a paper copy of the form, please contact reception.

If you are short-listed, you will be emailed with the arrangements for the interview.

Shortlisted candidates may be subject to **online searches as part of our safer recruitment checks**. This is to help identify any incidents or issues that are publicly available and relevant to your suitability for the role.

Unfortunately, if you have not been contacted prior to the interview day, your application has not been successful on this occasion.

Tibshelf Community School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All staff and volunteers are required to undertake a criminal record check via the DBS before they can be appointed.

Unfortunately, due to Safer Recruitment regulations, we are not able to accept a CV.

Job Profile

Post:	Deputy Director of Creativity
Pay Range:	MPR/UPR + TLR2.1
Base:	Tibshelf Community School
Responsible to:	Director of Creativity

Specific Responsibilities:

Personnel Specification:	The postholder will be expected to have the necessary experience, knowledge, and skills to undertake the duties linked to this post.
Job Summary:	To assist in the responsibility for the efficient and effective curriculum delivery, leadership and management of the curriculum area / subject.
General Duties:	<ul style="list-style-type: none">• Working in accordance with the school's curriculum statement and policies• Being actively involved in curriculum review and development• Being a Form Tutor• Being responsible to the Director of Creativity and the Senior Leadership Team• Liaising with SENCO and intervention team leaders as required• Teaching within the designated subject areas• Participating in appropriate meetings with parents• Carrying out a share of supervisory duties

The Job Description should be read alongside the range of professional duties of Teachers as set out in the Department for Education Teachers' Standards.

Lead, manage and develop a curriculum area; or to lead and manage student development across the curriculum:

- To support the strategic leadership for the development of the subject / curriculum area
- To identify areas for development and improvement linked to the School Improvement Plan and national and local initiatives
- To develop and monitor schemes of work in the areas of responsibility and ensure successful implementation which meets curriculum requirements
- To have an overview of, and contribute to the planning and deliver of continuous professional development and training related to the curriculum area / subject
- To develop strategies to promote new teaching methods and improve learning in the curriculum area / subject and monitor effectiveness in raising standards of teaching and learning
- To monitor and evaluate student progress in the curriculum area / subject

Impact on the educational progress of students other than the teacher's assigned classes or groups of students:

- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum within the curriculum area / subject
- To identify clear, appropriate targets for pupil progress and attainment across the curriculum area / subject
- To monitor and evaluate student progress and attainment against targets and evaluate the impact of intervention strategies
- To lead evaluation strategies to contribute to curriculum area / subject self-evaluation
- To implement school quality assurance procedures and to ensure their effectiveness across the curriculum area / subject

Leading, developing and enhancing the teaching practice of other staff:

- To develop and ensure the establishment of high standards of practice across the curriculum area / subject and develop the effectiveness of teaching and learning styles
- To plan and implement strategies to improve teaching where needs are identified
- To play a key role in the induction, support and monitoring for new staff
- To act as a role model of good practice for other teachers, modelling effective strategies with them
- To act as a Performance Management team leader for identified teachers
- To ensure all staff in the curriculum area / subject are familiar with the aims and objectives of the School Improvement Plan

Line management responsibility for a number of people:

- To be responsible for the day-to-day management of staff
- To monitor staff performance against school, student progress and personal targets
- To ensure professional development needs of staff within the curriculum area / subject are identified and appropriate programmes designed to meet these needs.

NOTES:

- The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Senior Management Team.
- To take responsibility for the implementation of and compliance with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- This job description will be kept under review and may be amended via consultation with the individual, Governing Body and/or Senior Leadership Team as required. Trade Union representation will be welcomed in any such discussions.

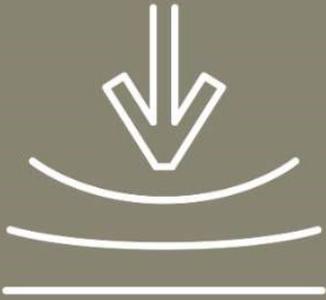
Person Profile

CATEGORY	ESSENTIAL	DESIRABLE
Experience		
Excellent subject knowledge in a relevant subject area	✓	
Experience of successful teaching in KS3 and KS4	✓	
Experience of working with staff on aspects of CPD	✓	
Experience of having taught GCSE	✓	
Experience of having taught or have a good understanding of the current WJEC Drama syllabus		✓
Experience of leading / directing performances		✓
Qualifications		
Qualified teacher status	✓	
Degree or equivalent in relevant subject	✓	
Further relevant qualifications/study		✓
Participation in external professional development		✓
Personal Qualities		
Hardworking and dedicated	✓	
Ability to manage change and a belief in the possibilities of a radical transformation of student achievement	✓	
Enthusiastic	✓	
Good communication skills	✓	
Able to work as part of a team	✓	
Sense of humour	✓	
Self-motivated and able to inspire, support and challenge others	✓	
Well organised	✓	
Leadership Skills		
Demonstrate vision and clarity of purpose	✓	
Demonstrate a range of management and leadership styles appropriate to the situation	✓	
Inspire and support others	✓	
Contribute to the strategic leadership of the Faculty	✓	



TIBSHELF COMMUNITY SCHOOL

CHARACTER VALUES



Resilience



Respect



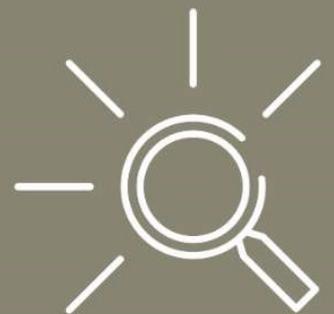
Positivity



Integrity



Community Spirit



Curiosity

