

# CANDIDATE PACK



**Rosebery School**



# DEAR COLLEAGUE



*Thank you for your interest in working at Rosebery School, a highly successful, oversubscribed and vibrant girls' 11-18 school with 1460 students, including 230 in the Sixth Form.*

## **Our record of success**

*In 2023 80% of our students achieved a Grade 5 or above. We were also delighted that 42% of our grades were at grade 7-9, with a further 22% graded at 8 or 9. At A Level, 38% of our entries were graded at A\* or A. In January 2023, Ofsted graded the school as 'Outstanding' in all areas, with the inspectors noting the 'exemplary education' that the school provides, and how leaders at all levels are 'relentless in their pursuit of excellence and joy for every child in the school'. The full report can be found on our website.*

## **The Rosebery Way**

*We aspire for every child to be able to look forward to a joyful education that challenges and inspires them, irrespective of their background or starting point. Our students experience a rich, diverse and ambitious curriculum which enables them to become the very best version of themselves. We aim to empower our students to demonstrate the resilience, ambition and motivation to push themselves to be the best, in a healthy, happy and inclusive environment, in which they can develop and thrive without fear of failure or judgement.*

*Throughout this journey, The Rosebery Way defines and secures positive relationships for all and ensures that students, staff and parents/carers have the highest expectations of each other expressed with clarity, kindness and respect. Our ambition for all ensures that each Rosebery student acquires and develops the knowledge, skills and character to make their preferred next step when leaving us on their journey to become the leaders, role models and champions of industry who will go on to shape a better future for us all.*

*We are fortunate that our girls want to learn, and we enjoy the support of our parents, who rightly have high expectations of our work with their daughters. Our students follow a traditional yet broad curriculum which ensures that they continue with all EBacc subjects until the end of Year 9. Approximately half of our students choose to stay with us into the Sixth Form.*

*We strive to inspire and support every member of our community to achieve excellence through a love of learning and a desire to succeed. We challenge ourselves to continually improve and understand that endeavour and effort are central to meeting the highest of expectations. We are committed to creating a happy, purposeful and secure environment which provides the opportunity for all to develop and grow; to build confidence and self-belief; and to be enriched and stimulated so that we can all contribute significantly and positively to the Rosebery community and beyond.*



**Ros Allen**  
Executive Headteacher

**David Lach**  
Head of School

**STAFF SURVEY**  
100% of staff said  
that they enjoy  
working at  
Rosebery and that  
the school is well  
led.

Part of the GLF  
Schools Multi-  
Academy Trust  
since 2017.

**GOLD  
COACHMARK**  
in recognition of  
the embedded  
coaching culture  
in our school.

# WHY JOIN US



**Our Staff**



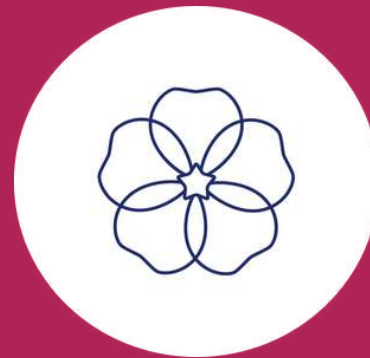
**Your Wellbeing**



**Our Students**



**Your  
Professional  
Growth**



**Our Culture of  
excellence,  
ambition & joy**

“

I love teaching here and feel privileged to be part of the Rosebery community working alongside talented colleagues, a hugely supportive leadership team, and with curious, capable and highly engaged students.

A HEAD OF DEPARTMENT

”



## Our Staff

A committed, supportive, social and cohesive community.

Mentors and coaches support colleagues personally and professionally.

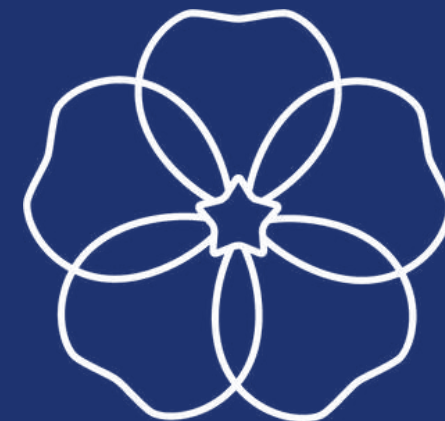




## Your Wellbeing

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- A carefully constructed calendar
- 'Rosebery Collaborates' - dedicated time for collaborative planning
- Term dates to maximise work-life balance
- A culture of enabling colleagues to attend important personal events
- Team specific offices and staffrooms
- Tea and coffee readily available
- Frequent 'treat' days for staff
- Flexible working actively encouraged
- Employee Assistance programme available to all staff





## Our Students

Our students are a joy to work with. They are proud of their achievements and aspirational for their future.

Their behaviour is excellent, they are respectful and kind.

“

To me, Rosebery will forever be more than just a ‘school’ because it personifies the word ‘community’ in its entirety.

A STUDENT

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## Your Professional Growth

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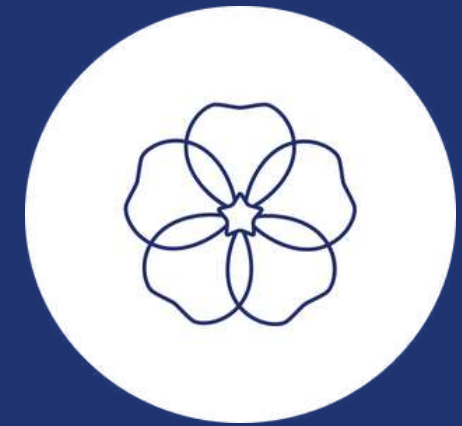
- A bespoke professional learning programme comprising pedagogy and practice and leadership development.
- 1:1 coaching and access to the full suite of NPQ qualifications.
- Promotion to leadership roles is based on talent, not experience.
- A member of the GLF Schools Trust of 42 schools with regular opportunities for cross-school and cross-phase working.
- Career progression opportunities within the seven diverse secondaries, at all levels of leadership.



We know that our students have only one chance at their education and therefore it must be the very best it can be. We ensure that we prioritise joy and happiness for both staff and students.

We are ambitious for our students and for each other, and we encourage a growth mindset which supports the development of resilience, perseverance and character and which challenges perfectionism.

Our personal development curriculum gives time for students to develop their confidence to support them to make meaningful contributions to the school and wider community.



## Our Culture of Excellence, Ambition & Joy

“

The Rosebery Way isn't just a tagline on a website; it is a genuine ethos that the whole school embraces and it makes this an amazing community to be a part of.

A TEACHER

”



# MAKING AN APPLICATION



## Supporting statement

Clearly explain why you are applying and how you would excel in the role, based on your experience and qualifications.



## Interviews

Candidates invited for interview will have a question and answer discussion and complete a task relevant to the role. Any preparatory tasks will be sent out in advance of the interview.



## References

Details of two referees that are, where possible, from different organisations will need to be specified on the application form. One reference should be from your current/most recent employer.

All referees should have known the applicant for at least one year and cannot be a spouse, partner, friend, relation, or from someone with whom you live with. We will contact referees directly, therefore please ensure you have permission to provide their details on the application form.



## Safeguarding

Rosebery is fully committed to safeguarding. If invited for interview, candidates will be required to provide original documentation to prove their identity and qualifications held.

Successful applicants will be required to complete a disclosure form to enable an enhanced DBS check to be undertaken. Proof of eligibility to work in the UK and a Medical Declaration will also be requirements prior to commencement in the post.



## Data Protection

Unsuccessful candidates' applications will be confidentially destroyed six months following submission. Successful applications will be kept securely as part of the personal employment record.



## Equality & Diversity

Applications are welcome from all sectors of the community. No job applicant will be treated less favourably because of his or her sex, race, colour, ethnic origin, age, marital status, disability, religion or belief, sexual orientation, or by any other condition or requirement that cannot be shown to be justified.

All candidates must complete an application form available directly from the job advert on eTeach. Please note, we cannot accept CVs.

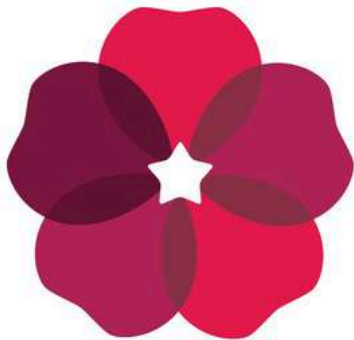
In the event of difficulty applying or if you have any questions, please email:

**Sarah Walls**

Communication & HR Manager  
**swalls1@roseberyschool.co.uk**



Thank you for your  
interest in joining



**Rosebery School**

Excellence. Endeavour. Opportunity.