



# The Ashcombe School



# CANDIDATE INFORMATION 2025

**WELCOME TO OUR SCHOOL**

# A Message from the Headteacher

Thank you for being interested in The Ashcombe School – we want to attract and retain the best people with the most potential and in return offer a stimulating and worthwhile environment and great opportunity.

The Ashcombe School is a genuinely comprehensive school with high academic standards for all, a strong and caring pastoral system, and a wide range of extracurricular activities aimed at preparing and enabling young people to lead fulfilled lives.

We are very proud of our students and what the school can help them achieve, and are not only ambitious for our students but for our staff as well - this is an exciting opportunity to join a widely recognised, friendly, welcoming and supportive team and to take advantage of the many developmental and other opportunities we provide.



I hope that this pack will give you a positive and meaningful insight into the life of The Ashcombe School and that you will take the opportunity to join us online and visit to experience it for yourselves. I am very much looking forward to meeting and working with you.

A handwritten signature in black ink, appearing to read 'C Panting', written in a cursive style.

**Chris Panting**

# About The Ashcombe School

## Overview

The Ashcombe School is a high-achieving genuinely comprehensive school with a very successful Sixth Form and is a vibrant and inspiring place to work. We continually look to support exceptional pastoral care, high levels of attainment across the ability range and provide an enviable range of extracurricular activities to prepare and enable young people to lead fulfilled lives.

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## Ethos

The core elements of our ethos are focused on providing a caring environment that enables every individual within the school to realise their potential:

- We are a fully inclusive school that focuses equally on students of all ability levels.
- We provide a calm and welcoming environment with a significant emphasis on pastoral care.
- Our community is based on mutual respect and high quality teacher-student relationships.
- We encourage a culture of self-betterment for all who work at the school, with high quality training and development opportunities for all staff.
- The school operates a no-blame culture that emphasises the importance of collaboration and mutual support.

We strive to create well-rounded individuals, believing that great education is about much more than the lessons we deliver in the classroom.

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## What we do every day

- Curiosity and challenge
- Compassion and decency
- Consistency
- Courage



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***"The school has an ethos which matters"***



# About The Ashcombe School

## Structure

With almost 1500 students, including 290 in the Sixth Form, and over 170 teaching and support staff, the school is at the heart of the community in Dorking, and benefits from a spacious and attractive setting at the foot of Box Hill.

Our key successes include:

- High value-added scores across the full breadth of subjects and ability ranges
- A long tradition of students gaining places at Oxbridge and Russell Group Universities
- A student-centred approach for pastoral care and careers support
- A thriving Sixth Form, encouraging a wide intake where we believe students have the ability to succeed at A Level
- Many high-quality events which link students, staff and the whole community.

Our most recent OFSTED in May 2024 highlighted the continuing strengths of the school for staff and students - they said: ***"Staff are proud to work here, and there is a great sense of teamwork. Leaders take exceptional care of staff well-being and workload, enabling staff to concentrate on continuing to develop the education the school offers."***

We are part of a small independent Multi-Academy Trust (South East Surrey Schools Education Trust - 'SESSET') comprising three secondary schools: The Ashcombe School, Therfield School in Leatherhead and Carrington School in Redhill. The Trust was established in 2017 and allows the schools to benefit from an overarching supportive umbrella whilst still retaining their unique character and ethos.



***"Vision for an academic curriculum, supported by high quality teaching and learning...is shared by all staff at the school"***

# About The Ashcombe School

## Our core aims

The school is highly regarded and oversubscribed as a direct result of its outlook, approach and values as demonstrated by its academic results, standards of teaching and outstanding pastoral care. The four strands which inform teaching and learning for staff and students are:

- **Learning knowledge - Curriculum and its delivery**

We will provide all students with an inspiring and ambitious curriculum that equips every student with the knowledge and skills to flourish. .

- **Learning to develop my own story - Strong relationships and community**

We will provide an inclusive community which allows all members to feel safe and supported. This is underpinned by decency, compassion, and humility. Every child matters - there is an adult for everyone, and everyone is noticed.

- **Learning about others - School is more than the classroom**

We will educate beyond the classroom, to develop resilient, creative, and life-ready citizens with a strong sense of social responsibility, leadership, a sense of curiosity, adventure and a global perspective.

- **Learning for the next chapter - Preparation for life after school**

We will provide expert career and life guidance, so our students make informed decisions about their futures which facilitate their transition to life beyond the school.



***“A society grows great when people plant trees in whose shade they know they shall never sit”***

# What We Offer

## A Strong Culture of Self-Betterment

We believe that great training is always at the heart of an effective school and recognise that investing in staff development helps us to remain open to innovation, and directly improves the offer to our students and enables our staff to grow. The whole-school coordinated CPD programme is led by an experienced middle leader. The highly successful ECT programme is led by a group of experienced mentors and a coaching programme is offered to all staff. Staff are actively encouraged to engage in leadership courses, which sit alongside less formal groups such as a group discussing emerging pedagogy, as well as teaching and learning discussion workshops. Ideas and feedback are encouraged through many different channels, including direct access to the Headteacher who maintains an open door policy.

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## A Friendly and Welcoming Teaching Community

We pride ourselves on treating people well and this was identified by Ofsted in May 2024 which noted that “Staff at all levels feel supported, including teachers in the early stages of their careers”. We offer a genuinely warm and welcoming environment at all levels and there is real support from Leadership staff who are visible around the school at all times.

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## A Beautiful and Well-Connected Location

In the foothills of the North Downs, the school is within walking distance of some of the most beautiful countryside in Surrey, including direct access to Box Hill and Denbies Vineyard – the surroundings are used by the school for sports lessons, sponsored walks and Duke of Edinburgh practices. There are excellent rail links to London, Brighton, Guildford, Reading, Horsham, Reigate and Redhill, along with access to the major road networks via the A24, A25 and the M25 which is just 5 miles away. Dorking is a thriving town with excellent sports and leisure facilities, entertainment venues and a wide range of food and retail outlets.

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***“the school is an inclusive place where difference is celebrated”***

# What we offer



## Financial

- Competitive salaries at all levels, London Fringe, Teacher Pension
  - Free meals for lunch duties and INSET
  - Competitively priced dining service
  - Full benefit and protection of Teacher National Pay & Conditions
  - Complimentary tea and coffee and regular staff treats
  - Green Commute Scheme.
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## Community

- New staff Fitness Suite
  - Staff Association and regular social events
  - Staff choir
  - Participation in cultural trips locally and abroad
  - Half-termly Good News Raffle to recognise staff and teams
  - Culture of self-improvement
  - Open channels for feedback.
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## Work/Life Balance

- Two-week timetable and 4-period day
  - Family supportive - "no-one misses a child's nativity/graduation"
  - Opportunities for part-time working
  - Staff laptop
  - Staff meetings recorded for convenient access
  - Online parents' evenings with refreshments if staying after school
  - E-mail etiquette.
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***"Amazing pupils, excellent parent engagement, warm and friendly staff"***

# What we offer



## Location and Travel

- Ample free and secure car and cycle parking
  - 5 minutes walk to 2 main rail lines
  - Short walk to Dorking High Street and amenities
  - Easy access to London, Redhill, Leatherhead, Crawley, Horsham and Brighton
  - 15 minutes from junction 9 of the M25
  - On the A24 and near A25.
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## Wellbeing

- Well-equipped and spacious work areas
  - Employee Assistance Programme
  - Up to 10 days paid leave for dependent care
  - Term-time Nursery on site with preferential staff rates
  - Wellbeing newsletter and activities
  - Health checks available on INSET days.
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## Career

- Regular CPD programme
- Dedicated CPD Teams page with extensive resources
- Middle leader and advanced middle leader courses
- Opportunities to complete NPQH courses
- Coaching programme
- Participation in the SAfE network courses encouraged
- National College programmes of professional development supported
- IRIS Connect to help with professional development
- Rich programme of INSET run by national experts such as Marc Rowlands, Michele Miller, and Tom Sherrington
- New staff induction programme.



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***“a caring school community”***



# Why we love The Ashcombe



ECT RS and  
Politics teacher

I'm **Lauren** and joined **The Ashcombe** in **September 2023** as a **Religious Studies teacher**, teaching Key Stages 3-5, and A Level Politics. I had two quite different placement schools which gave me a clear idea of the kind of school I wanted to teach in (and those I didn't want to!). Despite my mentor's advice not to take the first job I was offered, The Ashcombe showed the range and diversity I wanted: a large mixed school, Sixth Form teaching, and as became clear when I met the Headteacher, an ethos of openness and self-development. After experience working in a variety of jobs and doing outreach with disadvantaged school students while at university, I always came back to wanting to work with young people and teach. As a Year 7 tutor, I am very involved in all the Year 7 activities and trips and developing my involvement with the 6th Form. What impresses me most is **the transparency and open and welcoming nature of the school combined with respect** – there are so many opportunities for feedback, and nothing is sprung on you as a surprise.

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Teacher in charge  
of Media

I'm **Michael** and joined **The Ashcombe** in **September 2023** as **Teacher in charge of Media**, also teaching English. Having taught in schools nearer to London, I was looking for a location which offered community and a balance of family life. The Ashcombe School is at the heart of the community in Dorking and despite its size, the strong pastoral provision has confirmed to me that every student is known and that kindness is at the forefront of the education available. I have felt warmly welcomed to the great range of school events which I have participated in: Careers Fair, Christmas Fair, Buggy Malone production, Christmas Carols, trips to Cologne, visits to the BFI on the South Bank – the calendar this term has been full of activities beyond the classroom for all students. Staff and students are given so many opportunities to challenge themselves and develop, and the school is truly open to feedback and review. **When I walk around the school I see warmth, kindness and authenticity.**

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Physics Teacher

I'm **Deirdre** and I joined the **Science Department** in **September 2022** as a **Physics teacher**, after qualifying and spending 5 years in another Surrey school. I was ready for a change but what made the biggest impression on me was when our Headteacher hosted a Zoom call to introduce us to Ashcombe before I even applied – it was so personal and I could appreciate the ethos of decency at The Ashcombe straightaway. I have found this ethos being embodied every day among the staff I have met. I enjoy being an ECT mentor, and planned a Year 12 to CERN in Switzerland next year – I've found my ideas are encouraged and enabled. Oh, and a 4-period day is a definite planning plus! From an international IT career to now, what keeps me loving my work is that **every day I find joy and reward in supporting our wonderful students whilst also feeling supported by my colleagues and leadership team.**

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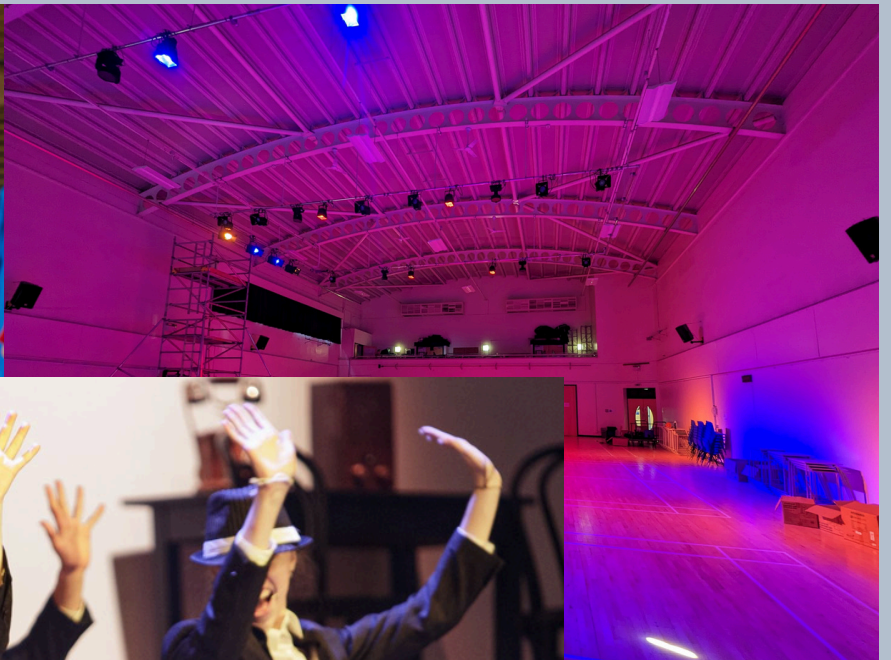
## Our staff say :

- a culture of community where students and staff feel supported
- a safe and calm learning environment
- camaraderie and shared dedication amongst staff
- compassion and support
- strong student/staff relationships
- education is holistic
- collaboration between staff and students, shared ambitions and high aspirations
- staff feel listened to
- culture of openness, trust and support
- caring about individual students
- understanding, friendly and caring environment
- **the warmth of the school towards the students - it's tangible!**

**We hope this has given you an understanding of some of the key features of The Ashcombe School and why we believe it is such a special place to work - at the heart of the community and with a wonderful ethos.**

**Come and join us!**









## Job Profile – Head of Business & Economics

### Introduction

This is an exciting opportunity to lead an excellent Business and Economics department which has thrived in recent years with growing numbers of students studying A Levels.

### Salary

Main Pay Range – Upper Pay Range (plus Fringe)

£33,074 p.a. – £50,470 p.a.

TLR B (5 units) - £5,657 p.a.

Full benefit and protection of the School Teacher Pay and Conditions

### Contract

Full or Part time permanent role

### Responsible to

SLT Line Manager





## Person Specification – Head of Business & Economics

In selecting candidates for interview and eventual selection, the school will be looking for teachers with relevant education, experience, job-related knowledge, aptitudes, and skills, and many of the personal qualities listed below. The school welcomes applications from teachers who consider they could meet most, if not all, the requirements listed.

### Education, Training and Experience

- Qualified Teacher Status
- First Degree or equivalent in related subject
- Evidence of Continuing Professional Development.
- Successful teaching in a comprehensive school, preferably including Sixth Form experience.

### Knowledge, Aptitude & Skills

#### *Curriculum and Pastoral*

- Commitment to the comprehensive ideal and to the principles and practice of equal opportunities and inclusion
- The knowledge and vision to put these into practice to meet current and future challenges within your subject and pastoral areas
- A keen interest in young people as individuals, in how they learn, and in a collaborative approach to learning
- A good understanding of student needs, support and interventions.

#### *Contribution to Department*

- An ability to teach A Level Business & Economics
- Ensure effective learning for all students through excellent teaching and delivery of well-planned and organised lessons
- Assess, record and report on the development, progress, and attainment of all students
- Use appropriate strategies to ensure outstanding student progress and wellbeing
- Support the development of teaching materials and revision resources within the department

#### *Management*

- An ability to take a whole-school view of development, to assess priorities and plan strategically
- An ability to contribute to the coherence, effective planning, implementation, monitoring and evaluation of the Business and Economics development plan (and other relevant development plans) within the school development plan
- The expertise and confidence to inspire, lead and develop a team of well-established teachers
- An ability to develop a collaborative approach to decision-making, implementation and evaluation of the work in the department, thereby building up a culture of co-operative support



### **Personal Qualities**

- Confidence, imagination and drive
- Flexibility, ability to prioritise and manage time effectively
- Effective oral and written communication
- Reflective, approachable and have a sense of humour
- Ability to work as part of a team, establishing good working relationships with a wide range of people including students, parents, governors, and colleagues.

## **Roles and Responsibilities – Head of Business and Economics**

### **Job Purpose**

To ensure that students are prepared for the national and school requirements of Business & Economics by co-ordinating and monitoring the work of department staff.

### **Job Outcome**

Students enjoying their experience of learning Business and Economics and attaining standards commensurate with their ability and the expectations set within the school. Staff contributing to the work of the Business and Economics team, aware of expectations and receiving appropriate development.

- To keep abreast of curriculum developments, National and examination requirements of both subjects, and wider curriculum developments (e.g. Reading, Writing, Communication and Numeracy).
- To plan, audit and evaluate the curriculum provision for students studying both subjects, taking account of the need for differentiation and equal opportunities, through co-ordinating:
  - Aims and objectives for courses related to curriculum requirements and school aims, values and initiatives based on the school development plan
  - Schemes of work in line with guidelines provided by SLT
  - Promotional events and documentation for students and parents about courses on offer
  - Learning resources (research, purchasing and distribution)
  - Assessment materials and mark schemes, ensuring standardisation of assessment
  - Analysis of student performance reviews and interventions
  - Staffing, timetabling and room allocation across the department
  - Ensuring work is set in event of staff absence



- To follow school and departmental guidelines on monitoring the quality of teaching and learning, for example through:
  - Develop strategies to enhance teaching and learning
  - Analysis of departmental assessment data
  - Review of teacher records and reports
  - Annual staff appraisal
  - Examination of samples of students' work
  - Interviews/questionnaires involving students and parents
- Meet regularly with SLT Line Manager to discuss management issues including curriculum, teaching and learning, ARR (assessment, recording and reporting), finance and staffing

These accountabilities and related tasks should be managed effectively through documentation and meetings; contribution to departmental meetings; regular liaison with designated SLT Line Manager; provision of guidance for teachers and use of ICT.

## About the Business and Economics Department

Current areas of development in the department include the investigating and sharing of high-quality teaching and learning with a continuous focus on enjoyment and participation.

### Courses

#### Edexcel A Level Economics A:

3 groups of approximately 20 students in Year 12 and 2 groups in Year 13

#### AQA A Level Business :

Very popular and successful with 3 groups, of approximately 50 students per year, in both the Year 12 and Year 13

### Extracurricular

Extracurricular activities offer opportunities for students to take part in the Young Enterprise company programme to encourage and develop entrepreneurial skills. We also organise trips to listen to first class Economists. Previous trips include the Marshall Society annual conference at Cambridge University and the annual speaker day at RGS, Guildford.

### Staffing

#### Teachers

Tim Mercer, Jenny Davidson, Debbie Gordon, Kayo Zaduban and Tim Morrow

This is a description of the main duties and responsibilities of the post at the date of issue. The duties may change over time as requirements and circumstances change. The person in post may also have to perform other duties as may be necessary from time to time and would be expected to undertake any reasonable task, as directed by their line manager.

### Accommodation

The Business and Economics department is based in the Sixth Form block. We support our classes using the MS365 platform with all lessons and resources available via SharePoint. In addition, we



subscribe to EzyEducation services for Business and Economics to provide support with teaching and marking.

## Further information

To find out more about the post, please contact us or visit our website [The Ashcombe School - Working Here](#) for information.

## How to Apply

**Chris Panting, Headteacher, will present an overview of the school by Zoom or a school tour is available** on request, but will be part of the interview process for successful candidates. Please email [hr@ashcombe.surrey.sch.uk](mailto:hr@ashcombe.surrey.sch.uk) to register for these events.

To apply, please go to our website [The Ashcombe School - Working Here](#) to download and complete the Teacher Application Form. Please send your completed version to [hr@ashcombe.surrey.sch.uk](mailto:hr@ashcombe.surrey.sch.uk).

The closing date for applications is **8.00am on Monday 24 March 2025**, but early application is advised as the school reserves the right to interview and appoint as applications are received and before the closing date.

Candidates selected for interview will be informed by email. We do not contact candidates who are not shortlisted.

## Safeguarding

*The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service (DBS).*

*We will also carry out an online search about you for information that is publicly available online. This will include social media accounts you may hold. This will only be carried out on shortlisted candidates and before interview. This processing of data will be conducted under the legal basis of Article 6e public task in line with guidance laid out in para 21 of Keeping Children in Safe in Education (KCSIE) 2022. Any data collected during this search will be retained in line with our retention schedule which is available on request.*