



Royal Wootton Bassett Academy

RECRUITMENT PACK



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ASCEND
LEARNING TRUST

Welcome, from the Head

Dear Applicant

Thank you for your interest in joining our exceptional school. I believe it is exceptional in so many ways and I hope that you gain an understanding of us from our website, or from visiting us. Belonging to the Ascend Learning Trust, we value the following Trust statement **“Through a sense of ownership of purpose, value and beliefs, students in the Trust’s Academies will be supported to flourish and develop high aspirations for their education and personal development whatever their starting point.”**

Many visitors to Royal Wootton Bassett Academy describe a sense of calm, warmth and enjoyment when they visit us. Our school is vibrant, brimming with a real ‘can-do’ attitude around everything that we do. Our vision is centred around students and staff being **“the best versions of themselves”** and we are focused on how we develop our skills and resources to enable this to happen.

We live by our values of Respect, Well Being, Balance and Aspiration and they are embedded in our culture, all of which is very much balanced with encouraging our students’ academic success. We strive to develop the whole person through learning experiences and learning opportunities from great role models and we recognise that the learning process is as valid for the adults at our school, as it is for our young people. We live in a world of considerable challenge and we recognise that academic qualifications, as well as personal confidence are key to enabling future choices.

Inclusivity is celebrated here; for life, our school community but also within the classroom. Equity is also valued here and everyone is expected to play their part in ensuring that every young person has access to everything that we have to offer. Inclusion does not belong to specialist leadership roles, but to everyone and facilitating equity to all is something we prioritise.

We know our students and staff come to school because they love it, find it exciting, challenging and totally engaging. More importantly, they find our school to be a real community of supportive individuals, working together to improve the life chances for all. I look forward to meeting you, so that you can experience this for yourself.

Kindest Regards

Anita Ellis

Headteacher

Band / Salary / Hours

Grade MPS1-UPS3
£28,000-£43,685
Full Time – Maternity Cover
Fixed Term Contract

Closing Date – 30.04.23

Interview Date – w/c 02.05.23

Start Date – September 2023

How to Apply

To apply please ensure you complete an application form available from the Trust website www.ascendlearningtrust.org.uk or complete the online application. Applications should be submitted via recruitment@ascendlearningtrust.org.uk

Please note CV's will not be accepted. You must complete the application in full giving details of all employment, training and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications it is not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

Job Description

Role Summary: To have superb subject knowledge and a passion for teaching, alongside an awareness of how the KS3, KS4 and KS5 curriculum can develop skills within the art department. The department are looking for a creative and enthusiastic practitioner to further develop the curriculum. A committed contribution to the department's extra-curricular opportunities would also be highly advantageous to applicants.

Key Accountabilities:

- To implement the Aims and Policies of Royal Wootton Bassett Academy and reaffirm them regularly.
- To support, encourage and challenge all students and reinforce the Royal Wootton Bassett Academy learner profile.
- To maintain high professional standards of lesson preparation and delivery.
- To promote punctuality and respect for all in the environment both in the classroom/teaching area and the wider Academy environment.
- To ensure that students' achievements are celebrated, recorded and reported within the agreed principles of Royal Wootton Bassett Academy.
- To encourage students to participate fully across the whole spectrum of their Academy experience.
- To assist the Leadership Team /Heads of Faculty / Heads of Department /Heads of Year /Lead Practitioners /Tutors and Student Managers in promoting the continuity and quality of the learning experience for every individual student across all Key Stages.
- To ensure that all lessons are differentiated sufficiently to challenge all levels of intellectual ability.
- To assess and mark students' work and give feedback necessary to bring about progress in each student's learning and understanding.
- To work with colleagues projecting a consistent corporate approach to our dealings with the students, parents and all concerned with Royal Wootton Bassett Academy.
- To work with the Leadership Team /Tutors /Student Managers and Support Staff to communicate with parents, other colleagues and appropriate agencies concerning the progress, welfare and well-being of all students.
- To work with, contribute to and be accountable to the Heads of Faculty /Heads of Department /Heads of Year /Lead Practitioners and the Student Managers or other designated members of staff regarding agreed objectives for the faculty /department and wider community.
- To contribute to or create Schemes of Work to ensure your subject area takes advantage of up to date pedagogic knowledge and skills.
- To follow all Academy procedures for Quality Assurance practices, such as lesson observations and learning walks.
- To undertake appropriate monitoring of student progress via regular assessment and in accordance with Academy policies to ensure that all students make at least good progress.
- To report progress accurately and by deadline, in accordance with Academy policies to parents and other teaching staff as required.
- To be an effective teacher and tutor who leads by example and establishes high levels of expectation.
- To maintain a high level of professional expertise in relation to the post to which appointed, and the Royal Wootton Bassett Academy approach to the Curriculum.
- To undertake additional duties including cover, attending meetings and undertaking professional development in accordance with Teachers' Conditions of Employment.

- To attend all Thursday morning Staff Meetings, Twilights and other Continuing Professional Development in accordance with Academy guidance on directed time.
- To undertake a share of supervisory responsibilities in accordance with published rosters and procedures.
- Being a member of a House, carrying out related duties.
- Due to the nature of this post, you will be required to apply for a Disclosure from the Criminal Records Bureau if you have been successful in your application. Disclosure will contain details of formal cautions, reprimands and final warnings, as well as convictions. The Academy will apply on your behalf and will pay the necessary fee. Having a criminal conviction will not automatically exclude you from employment; this will depend on the nature of the position, the circumstances and background of the offences committed.

Supervision & management:

None

Resources responsibility:

No direct budgetary responsibility

Key Contacts and Relationships:

Staff

Students

Person Specification

Qualifications:

Degree
PGCE
QTS

Knowledge & Skills:

Essential:

Have superb subject and contextual knowledge.

Have a passion for innovation and teaching at all key stages.

Work as a role model and team member to deliver teaching and learning so that students continue to be engaged and motivated.

Be conscientious in all Quality Assurance and Evaluation processes.

Be an excellent communicator who develops positive and flexible relationships with students and staff alike.

RWBAT Behaviours

To deliver 'Excellence in Education' through our key values as follows:

Compassion: To understand and recognize the needs of the members and stakeholders of each Academy whose lives will be enhanced and enlightened through their experiences in and out of the classroom.

Respect: For the traditions, knowledge and experiences gained over many years in Academies through developing and supporting both staff as they progress through their careers and pupils as they leave school.

Ambition: For the community for the future, it's economic development, it's safety, it's ability to thrive, to be a great place to learn and to work and to have a vibrant educational community with amenities for all age groups.

Health and Safety

The postholder is required to carry out the duties in accordance with the School Health and Safety policies and procedures.

About the Ascend Learning Trust

The Ascend Learning Trust formed in 2017 and is a successful Trust with seven schools geographically spread across Wiltshire and Swindon.

The values of Compassion, Respect and Ambition are those which are essential in the Ascend Learning Trust and we are dedicated to ensuring every pupil achieves above and beyond their potential with secure and enduring relationships with and within each Academy in the Trust.

We offer Compassion – to understand and recognise the needs of the many members and stakeholders of each Academy whose lives will be enhanced and enlightened through their experiences in and out of the classroom.

We seek and offer Respect for the traditions, knowledge and experiences gained over many years in our Academies through developing and supporting both staff as they progress their careers in school and pupils on leaving school.

We seek and hold Ambition for our Ascend Learning Trust community for the future, its economic development, its safety, its ability to thrive, to be a great place to learn and to work and to have a vibrant educational community with amenities for all age groups.

As a member of our staff you will share our values of **Compassion, Respect and Ambition** working to achieve our shared mission of offering **Excellence for All**.

Each Academy and its staff seek to strengthen each other, sharing good practice and building capacity whilst maintaining its own identity and working with its own community.

We encourage applications from strong individuals who are passionate about providing opportunities for young people in our community, if you have the vision, energy and determination we welcome an application to join our Trust.

Work for Us

As well as our commitment to staff development opportunities we also offer a wide range of services which support your employment journey with us, these include:

Professional Development

The North Wiltshire School Centred Initial Teacher Training is part of our Trust training new entrants to the profession. We lead a Challenge Partner Hub of around 30 schools and are 1 of only 13 Designated OLEVI Centres in the country.

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom. In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.

Benefits

We also offer an excellent staff benefit package which include discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- 10% off Eyewear
- 20% off Gym Membership
- 25% off monthly subscription to online gym memberships
- Hundreds of offers and discounts and cashback on local and national stores
- On site flu vaccinations
- Teachers and Wiltshire Pension scheme
- Generous annual leave for support staff up to 30 days (+ 8 bank holidays per year)

Wellbeing

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory of Carefirst we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school. **This includes:**

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained mental health first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required,

About our School

Royal Wootton Bassett Academy is an ambitious, oversubscribed and incredibly proud 11-18 school with 1,764 students on roll including 356 students in our very popular and successful Sixth Form.

The school is a proud member of the Ascend Learning Trust.

Royal Wootton Bassett Academy is committed to inclusivity and equity for all. We have embedded our approach to developing 'Growth Mindsets' across the curriculum and in the way that we approach everything that we do.

We are a United Nations Convention on the Rights of the Child (UNCRC) school and the articles are embedded in our values led approach. We are also a UCL Beacon School for Holocaust and Genocide education.

Our Sixth Form Leadership Team and the School Parliament carry the 'students' voice' exceptionally well and as a result, they have impacted across our school in a variety of positive ways. We would welcome an application from fellow professionals who share these values and approaches, and this mind-set.

In December 2010, the school was awarded Outstanding in every category by Ofsted. They described our students as "...an absolute delight." and "in every area of the School they carry out exemplary practice." In November 2013, the Academy was again awarded Outstanding in every category by Ofsted where they stated "Around the school, students are polite and courteous to each other, to members of staff and to visitors. Students listen attentively in lessons, and almost always respond rapidly to teachers' instructions".

We belong to Challenge Partners and their external verification places us as 'Leading' in every category. The Lead Reviewer describing our school as "just brilliant". We are a reflective school and believe in empowering the individuals in our community through ongoing reflection and evaluation.

Royal Wootton Bassett is geographically situated in a pleasant location with Bath, Bristol, Cheltenham and the Cotswolds all within commuting distances.

Our Facilities

Our school was built in 2002 and as a PFI, it is maintained to a very high standard. Our students' art work adorns the walls throughout the school, making the school a compliment to their creativity and abilities.

Our approach to inclusivity has meant that we have opened a new Inclusion Zone with 2 Pods. We use the phrase, “These places are sanctuaries, not sanctions” and they are fully operational places for therapies, a ‘sensory room’ and a quiet space to work.

They are designed to enable students to access a variety of support and to re-set their mind-set so that they can carry on with their learning on the mainstream timetable.

We have fully equipped classrooms catering for all subject specialisms and we have a functioning Weights Gym. We also have a 280 seat Lecture Theatre and this year, we opened a new Sixth Form Extension to accommodate our growing Sixth Form.

Our Curriculum

Our Curriculum Intent places ambitious subject knowledge at its core, complimented by a deliberate focus on wider knowledge that appreciates difference, challenges stereotypes and considers ethical dimensions in society. Our curriculum is inclusive and ensures all can access the knowledge and skills needed to become well-informed young people who are positive contributors to society.

Specialist vocabulary sits at the heart of our academic curriculum and combines with our focus on literacy throughout the school. Our students are provided with the language and confidence to have their voice heard through a strong focus on literacy throughout the school, supported with specialist Reading Programmes.

We are proud to have a wide offer of choice for our KS5 students that includes A Levels, BTECs, DfE and EPQ, as well as Complimentary Studies that includes First Aid and Student Interventions. Our KS4 is exceptionally well balanced with over 25 subjects to choose from.

We balance our approach pathways with EBACC, Open subjects, BTECs and an Alternative Baccalaureate (Alt Bacc) that includes BTEC Level 2 courses at local Colleges. In both KS4 & 5, we offer Work Experience too.

In 2021 we adapted our KS3 pathways to widen the students’ curriculum experience. In Year 8, students now choose a Curriculum Plus subject to give them the opportunity of experiencing a subject that they wouldn’t otherwise be able to experience in KS3, for example Business, Sociology, Photography, PE Theory, or they can choose a subject they currently enjoy and want to develop further, for example a second MFL.

In Year 9, we brought our KS4 Options into Term 6 and this has allowed students to begin their GCSEs prior to Year 10 and as much as possible we provide them with the teachers that would

be timetabled to take them, thus improving their familiarity with expectations and basic knowledge.

Our Commitment to your Professional Development

We are committed to the professional development of all of our colleagues. We place a high priority on ensuring that our professional development is tailored and appropriate for staff at all career stages.

Our Early Career Teachers have access to the Ambition Training programme alongside weekly in-house professional development sessions led by specialists in different areas.

All of our second-year teachers receive one to one coaching and take part in the Olevi Creative Teacher Programme. As teachers move through their career they are able to access programmes such as the Outstanding Teacher Programme, the Outstanding Leadership Programme, and the Outstanding Facilitator Programme alongside a full range of NPQs.

We actively encourage staff to seek out further valuable developmental opportunities and we have a full and varied in-school professional development calendar including termly Twilight sessions, bespoke Learning Forums, and weekly CPD Bitesize briefings. If you work at Royal Wootton Bassett Academy, we are committed to supporting your growth as an educator and fellow professional.

References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Health checks

Ascend Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

References will be obtained before interview at shortlisting stage and may be used in the interview process. If previous employment has included working with children then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.