



# The Wellington Academy



**RECRUITMENT PACK**



## 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 first mental health 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,

# Welcome, from the Head

### Dear Applicant

Thank you for your interest in joining our rapidly developing school.

We are totally committed to peer support and sharing for all teachers within The Wellington Academy. There is a true sense and palpable feel of the momentum of change that we are driving forward with.

The academy is now at a place where the three pillars of excellent schools are established, they are:

- Calm and Purposeful classrooms
- Senior and middle leaders with vision and passion
- Professional scope/expectation that each pupils' progress is the responsibility of their teacher.

With these things in place, popularity with parents, and a growing pupil body we are seeking high quality practitioners to support our next steps. If the enclosed excites you, please arrange a visit to see and feel for yourself how your next professional move could support us in our continued development.

Kindest Regards

**Steven Paddock**

Headteacher

## About our School

**The Wellington Academy is an ambitious, growing, and inclusive 11-18 school based on the edge of the beautiful Salisbury Plain.**

It serves the young people of Tidworth and Ludgershall as well as the surrounding villages. The school is graded as **'Good'** by Ofsted (March 2016) and in our recent Challenge Partners Review the school was graded as **'Effective'** in all areas. Our vision is for all our students to become **'Inquisitive, Ambitious, and Independent'** young people.

The school was opened in 2009 and as you will read later we are fortunate to enjoy outstanding facilities. We currently have nearly 1100 students on roll and this includes a growing Sixth Form. We are one of the few schools in the country to offer state boarding in our purpose built Boarding house (our boarding provision is graded Outstanding by Ofsted).

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

We are located within commuting distance of the towns and cities of Salisbury, Andover, Marlborough, Devizes, Swindon, and Southampton. Alongside these, local villages such as Bedwyn and Pewsey also enjoy direct rail links with London.

We are proud to serve our local communities, and with Tidworth serving as a 'super garrison' for the British Army a number of our students have at least one parent either actively serving in the armed forces, or a family history of service.

The growth of Tidworth in recent years has supported the growth of our school and successful applicants will be joining The Wellington Academy at an exciting time in its development.

## Our Facilities

We are fortunate to enjoy outstanding and state of the art facilities in modern purpose built buildings. You have to visit our school to truly appreciate how special they are. Alongside fully equipped classrooms catering for all subject specialisms including Art, Science, and Technology our facilities include a 300 seat Lecture Theatre, a large Sports Centre, a Boarding House, and a professional catering kitchen and hair and beauty salon. In 2019 we opened the new 'Cowley Block' which provided us with additional classrooms to meet our growing student numbers.

## Our Curriculum

Our knowledge rich and diverse curriculum provides all students with a deep understanding of a wide range of disciplines. We challenge students and equip them with the skills needed to engage with all subjects including: literature, mathematics, the sciences, humanities, and the Arts. We teach our students to be inquisitive, to ask big questions, to challenge ideas and solve problems.

Our Values (PSHE) curriculum taught in parallel to the academic, enables our students to become confident and independent citizens. We are ambitious for our students and encourage them to aim high, whilst taking advantage of as many opportunities and experiences as possible.

## Our Commitment to your Professional Development

We are committed to the professional development of all of our staff. 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 briefings. If you work at The Wellington Academy we are committed to supporting your growth as an educator.

## Boarding

We are one of the few state schools in the country to offer boarding. Our boarding house can accommodate 70 students. In its most recent inspection (2018) under the boarding Ofsted framework it was graded 'Outstanding'. Students benefit from a modern and state of the art boarding house and a committed and dedicated staff team.

Should you work at the Wellington Academy opportunities may arise to work within the boarding team if you wish, and a small number of staff choose to live in boarding during the working week.

## **Additional Benefits**

**Alongside all of the aforementioned opportunities, there are further benefits to working at The Wellington Academy:**

- We are a proud member of the Ascend Learning Trust and this allows for the opportunity to work with fellow professionals from across a range of schools.
- We have an extensive extra-curricular programme allowing you to explore our students interests and talents beyond the classroom, and we actively encourage extra curricular trips and visits for our students.
- We have an onsite and Trust based HR team who are able to support you throughout your time with us.
- As a staff member you will have access to 'The Hive' – an online portal with a wide range of exclusive staff benefits, news, rewards and recognition alongside resources to support your mental wellbeing.
- Our staff have access to heavily subsidised gym membership at our onsite Sports Centre, a perk that a number of staff take advantage of.

## Job Description

Professional duties for all teachers in England and Wales are outlined in the school Teachers Pay and Conditions.

All academy post-holders are expected to support The Wellington Academy's & RWBAT's vision and values that are embedded in the day-to-day and long-term running of the academy which include but are not limited to

- Inspire pupils to achieve their very best.
- Ensure all pupils make outstanding progress and achieve challenging targets.
- Fully implement all Academy policies and procedures.
- Create an exciting learning environment.
- Create relationships based on mutual respect.
- Be an effective part of the team
- Manage own professional development.
- Work closely with all support colleagues.
- Work collaboratively with academy staff in sharing ideas and best practice.
- Form effective relationships with parents and other parties.

### Teaching Responsibilities

- To be a mentor as required
- To work as part of a team to deliver high quality lessons within an agreed scheme of work in line with the National Curriculum and other internal and external examination requirements.
- Monitor, evaluate, assess and review the work of individual students and groups of students in line with school policies to ensure continuous improvement of standards.
- To record the work covered by each class including homework and test scores.
- To ensure high standards of achievement and attainment.
- To be responsible for the discipline of all students in your classroom, before, during and after the lesson.
- To manage the work of any additional adults in your lessons including teaching assistants and learning mentors etc.
- Maintain an excellent environment and culture for learning in the faculty through the use of display, the school's reward and behaviour systems.
- To be responsible for the health, safety and welfare of the students in accordance with the Council's policy and Health and Safety at Work Act, 1974.
- To attend meetings and work in partnership with parents and other external agencies.
- To carry out actions in order to meet School Improvement Plan and faculty targets.
- To carry out duties in accordance with the Staff Handbook and the Staff Information Booklet.
- To establish a positive ethos in the school by setting an example of high standards of professional dress and behaviour.
- Where possible, support, maintain and improve the school's extra-curricular programme including coursework clinics, homework clubs, extra lessons, performances etc.

## Person Specification

### Knowledge and Experience

#### Essential

Degree Status (First/2:1/2.2)  
Qualified Teacher Status  
Excellent subject knowledge  
Recent experience of teaching at both Key Stage 3 and Key Stage 4  
Effective management of teaching assistants and other assigned adults  
Support for student sub-groups including those with SEN  
Communication skills, including good written English  
Passion for teaching and learning  
Good Classroom behaviour management  
Use of ICT to enhance learning and teaching  
Recent and relevant professional development  
Understanding of the learning process  
Understanding and application of pupil related data  
Use of assessment in the teaching and learning process  
Willingness to learn

#### Desirable

From tutor experience  
Team Player  
Inter-personal Skills  
Excellent ICT skills  
Commitment to whole staff, faculty and other meetings  
Ability to promote high standards in teaching and learning  
Reflective practitioner  
Commitment to inclusive education  
Experience of working with stakeholders, parents, Governors, LA etc

#### Personal Qualities

Stamina, drive, energy, enthusiasm and determination to succeed  
Commitment to excellence and high expectations  
Commitment to supporting extra-curricular learning  
Commitment to student safety and safeguarding

All Teachers are required to follow and uphold the Teachers Standards in line with the School Teachers Pay and Conditions Document.

## Band / Salary / Hours

MPS/UPS

## How to Apply

To apply please ensure you complete an application form available from the Trust website [www.ascendlearningtrust.org.uk](http://www.ascendlearningtrust.org.uk) or complete the online application. Applications should be submitted via [recruitment@ascendlearningtrust.org.uk](mailto:recruitment@ascendlearningtrust.org.uk).

Please note CVs 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

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job.

The criteria listed within the job description detail how each of these areas will be assessed. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

## 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.