



DENBIGH SCHOOL  
**RECRUITMENT  
PACK**

2024/25





# WELCOME FROM THE HEADTEACHER

Dear Applicant,

Thank you for your interest in the attached role.

Denbigh School is a successful, oversubscribed secondary academy located close to the centre of the City of Milton Keynes.

Our values of Kindness & Respect, Engagement and Doing No Harm underpin everything that we do as both a school and a collective group of staff.

We believe that every student has the right to learn in every lesson and that every teacher has the right to teach. Our strong expectations around behaviour and engagement ensure a calm, purposeful and vibrant learning environment of which we are proud.

Our students are excited about their learning journey and ours is a culture of aspiration and success. Parents are engaged and work in partnership with the school to ensure the best outcomes for their students.

We are keen to work with colleagues who take pride in their profession and wish to develop further. We maintain a research-led approach to pedagogy and run a diverse and exciting CPD programme, aimed at supporting and developing teachers regardless of career stage.

Denbigh School plays a leading role in the development of teachers locally as a centre of excellence for pedagogy. As part of the Denbigh Alliance Multi Academy Trust, the school and its staff are closely involved with the running of the Tommy Flowers SCITT and MK Early Career Framework, in partnership with UCL. The Trust also runs the regional Maths Hub and Computing Hub.

I am hugely invested in ensuring Denbigh School appoints the best teachers and associate staff with the right qualities and who can make a positive contribution to the lives of the young people in our care. If you are excited by the challenge, and what you have read makes you want to find out more, then I would be delighted to hear from you.

On the next page, you will find a series of statements that I believe capture who we are as a school.

Please do take some time to read these before deciding to apply.

Yours sincerely,



Mr Anthony Steed  
Headteacher



# WHAT IS IMPORTANT AT DENBIGH SCHOOL?

We believe in **investing in our staff** and offering opportunities for professional development, ensuring they are satisfied and supported in their work.

We believe that every student has the **right to learn**, and every teacher has the **right to teach**, in an environment where mutual respect and consideration are paramount.

We believe that we all have a professional obligation to **continuously improve** as teachers, using an evidence-informed approach to identify what works best in the classroom.

We believe that **truly great teaching** is that which improves students' progress, with **basic literacy and numeracy** being essential to this success.

We believe that while we are a large school, we should **cultivate a small school feel** where every child knows where to go for help and support.

We believe in fostering a **culture of aspiration and hard work**, where staff and students can achieve beyond what anyone, including themselves, might have imagined.

We welcome **new ideas and innovative solutions**, understanding that just because something has always been done a certain way doesn't mean it should always be done that way.

We value the **views and opinions** of all staff, recognising that everyone has a role in shaping the school's direction and that **mistakes are opportunities for growth**.

Above all, we value **engagement, kindness and respect**, and **doing no harm** and believe that living by these values will create a community of which we all wish to be part

# ABOUT DENBIGH SCHOOL



Denbigh School is made up of 260 students per year group with over 400 in the 6th Form. The staff body is comprised of the leadership team, faculties, departments, and associate (support) staff. The School was built in the early 1990's and since then it has had some newer accommodation added to it.

Our curriculum at Denbigh School is varied and knowledge-rich. Our core purpose is combining the teaching of discipline-specific knowledge with the application of skills and understanding in a safe and secure environment across a broad range of subjects. Our aim is to ensure an excellent education for all our students based on providing the core knowledge that students need to succeed throughout their lives. Our curriculum draws on the best that has been thought, said, and done in each subject, allowing students to appreciate, make sense of and broaden their view of the world. Through our teaching, we aim to develop the whole person so that each student can maximise their ability to both function, and influence change, in their future environments.

Our pastoral care protects and supports our students. Attendance, Behaviour and Uniform have high standards, and this is monitored via all staff, especially tutors. The progress of each student, whether it is academic, or pastoral is tracked carefully with appropriate steps taken to create improvements where this is needed.

Safeguarding is everybody's business. The Denbigh Alliance Trust is committed to ensuring that all our children and young people are safe and feel safe; that children, parents/carers and staff are able to talk about any safeguarding concerns and feel assured that they will be listened to; and that all staff and volunteers are aware of and implement safeguarding procedures and guidance, including what to do if they suspect a child or young person may be experiencing, or be at risk of, harm. We have a Trust wide Safeguarding Group which meets half termly.

Denbigh School participates in a wide and extensive range of clubs and competitions. Examples include Young Enterprise Competition, MK Magistrates Competition, Bar Mock Trial Competition, English-Speaking Union Schools' Mace Debate and Maths and Biology Olympiads. Students are very successful in these competitions.

The PE Faculty organises an extensive range of local and regional sporting fixtures and competitions for our students, and they also compete with much success.

We also put on regular Creative Arts Ensemble Evenings and Art Exhibitions so our students can perform to audiences of family and friends.



DENBIGH SCHOOL

# STAFF TESTIMONIALS



## **Tiziana Reno, *Teaching Assistant***

When I first joined Denbigh School, I wasn't very confident in my English skills. However, the school provided me with valuable opportunities to develop my language abilities. My experience truly reflects the positive and supportive culture at Denbigh School. I feel proud to belong to this community. For anyone considering a position here, I highly recommend it—you'll find a nurturing environment that genuinely cares about your growth and well-being.

## **Carly Stone, *Science Teacher***

I started in September 2023 and I was really welcomed by the school and the Science department. Denbigh has a commitment to not only making sure the students are happy, but also the staff, which is clear. I feel a valued part of the school. The head teacher knows my name and who I am, which has been a revelation.

## **Scarlett Pickard, *PA to Headteacher***

I feel supported and encouraged to develop and grow at Denbigh. I have been given many opportunities to learn new things and enhance my career. Coming to work every day is a joy!

# ABOUT OUR MULTI-ACADEMY TRUST

The Denbigh Alliance Multi-Academy Trust consists of six schools in Milton Keynes; 2 secondaries and 4 primaries. We deliver a Maths Hub, a Computing Hub, a SCITT and we are a delivery partner for Early Career Framework.

The aim of the Trust is to provide the best possible education to students between the ages of 3 to 19. We want to grow as a Trust in a measured way and work with schools where we can make a significant difference to the progress and attainment of students.

Our Central Team is committed to delivering an exceptional service with our schools so that each school can have an increased focus on teaching and learning. We have a Scheme of Delegation that empowers schools to meet the needs of the students in their care.



# OUR TRUST MISSION AND VALUES

## CARE

We are a big organisation with a small feel and offer individualised care to our students.



## EDUCATION

We aim to achieve outstanding outcomes for all students, regardless of ability or background.

## OPPORTUNITY

We have a responsibility to enrich, broaden and deepen students' learning by providing valuable experiences inside and outside the classroom.



## OUR TRUST VISION

In the Denbigh Alliance schools we harness ambition by delivering excellence and enriching the lives of all children within the Trust. Each of our schools has its own distinctive character and is at the heart of their local community.

# WHY WORK FOR THE DENBIGH ALLIANCE?



## PAY

Our salaries are nationally benchmarked and aligned to STPCD and NJC scales, with annual cost of living increases and performance based pay rises.



## PENSION

All teachers are entitled to receive the Teachers' Pension, while associate staff are automatically enrolled in the Local Government Pension Scheme.



## LEARNING & DEVELOPMENT

We pride ourselves on prioritising staff development with support from experienced leaders and partnerships with the SCITT, Maths Hub, Computing Hub and Early Careers Framework.



## MENTAL HEALTH

From Day 1, all staff will have access to an Employee Assistance Program (EAP) and on-site support from HR and trained mental health first aiders. Our policies are designed to support you through various life stages, including flexible working arrangements and menopause support.



## PHYSICAL HEALTH

Our Cycle to Work scheme promotes healthy and sustainable commuting options. We also give all staff the option to have a free flu jab annually.



## LIFE OUTSIDE WORK

We understand the importance of work-life balance and have policies in place to support it. That's also why all staff have an additional leave entitlement so they don't miss out on important personal events like weddings and graduations.



# LIFE IN MILTON KEYNES

Established just over 50 years ago, Milton Keynes is a diverse, welcoming and expanding place. Beautiful open spaces sit alongside popular leisure attractions, there's lots on offer culturally, and our friendly neighbourhoods feature high quality community facilities with easy ways to get around on foot and by bike as well as by car.

Milton Keynes is 40 minutes from London, 30 minutes from London Luton Airport and a stop on the West Coast Mainline, connecting Scotland and the North West with the capital.

We're known to be a 'smart city', leading the way in projects like autonomous vehicles and robot deliveries, and we have a strong economy with plenty of highly skilled jobs. We also have a great deal of unexpected history with rural villages and busy towns like Bletchley (home of The Codebreakers).

Facilities include a large shopping centre (over 190 stores), a 1400 seat theatre, a municipal art gallery, two multiplex cinemas, an ecumenical central church, a 400 seat concert hall, a teaching hospital, a 30,500 seat football stadium, an indoor ski-slope and a 65,000 capacity open-air concert venue. Seven railway stations serve the Milton Keynes urban area (one inter-city). The Open University is based here and there is a small campus of the University of Bedfordshire.

Most major sports are represented at amateur level; Red Bull Racing (Formula One), MK Dons (association football) and Milton Keynes Lightning (ice hockey) are its professional sports teams.

