



LIONS
PRIMARY ACADEMY

Recruitment Pack



Welcome, from the Head

Dear Applicant

Thank you for taking the time to view our application pack and for your interest in joining us at Wellington Lions Primary Academy. This is a unique opportunity for the right candidate to join our warm and welcoming community, which is part of the successful Ascend Learning Trust where we strive for excellence in education. We offer a team that are energetic, creative, forward-thinking and always have our pupils' best interests in mind.

We are a 'Good' school and you can find the link to our most recent Ofsted inspection here:

[Wellington Lions Primary Academy - Open - Find an Inspection Report - Ofsted](#)

Wellington Lions consists of a committed and supportive Senior Leadership Team who work closely with the staff, pupils, parents, and the wider community. The teaching staff are proactive, welcoming, and work closely as a team to problem solve with one another. Our pupils, 50% of whom come from a military background, are polite, well-mannered and want to learn. They are a real delight to work with!

Joining the Lions team gives professionals the opportunity to shape the educational provision for our pupils and actively contribute to the adaptation of our curriculum to ensure that it is fully reflective of the needs of our cohort.

If the prospect of being part of the journey to excellence excites you, please arrange a visit to see and feel for yourself how your next professional move could support us in that journey.

Kind regards,

Jake Bailey
Headteacher

About our School

The Wellington Lions Primary Academy is an ambitious, growing, and inclusive 4-11 primary school. We are based on the edge of the beautiful Salisbury Plain and serve the families of Tidworth.

The purpose-built school opened in 2014, based within a new housing development in NEQ (North East Quadrant), Tidworth and caters for 240 pupils from Reception through to Year 6. These are currently organised across 10 mixed Key stage classes, comprising of Reception, 3 mixed Years 1 and 2 classes, 3 mixed Years 3 and 4 classes and 3 mixed Years 5 and 6 classes. We have a strong military presence in our school, with over 50% of pupils from Service Families and this brings a uniqueness to our school, of which we are very proud.

Located within commuting distance of the towns and cities of Salisbury, Andover, Marlborough, Devizes, Swindon, and Southampton and enjoy direct rail links with London. We are based on the edge of the beautiful Salisbury Plain and serve the families of Ludgershall. We are proud to serve our local community, 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.

We currently have close to 300 students on roll in a mixture of 1 and 2 form entry classes, with potential to grow to full capacity of 420 pupils. We work very closely with our sister academy, The Wellington Eagles Primary Academy, based in Ludgershall and this gives scope for a variety of professional development opportunities for our staff across the two schools. Both schools are proud members of the Ascend Learning Trust.

Wellington Lions' recent Ofsted Inspection (July 2023) graded the school Good in all categories, with strengths highlighted in its curriculum and inclusive ethos.

At Wellington Lions Primary Academy, we firmly believe that every child in our care has the right to be truly inspired by an engaging and purposeful curriculum. We have dedicated staff who are passionate about providing our children with enriching and exciting experiences so that they can all achieve success in their learning journey. We actively encourage our children to be curious and believe that this supports them on their path to becoming life-long learners. We are 'A school for the curious child' and every lesson starts with a learning question that pupils are challenged to answer.

We support our children to grow into positive, well-rounded citizens and work alongside them to encourage kindness, grit, integrity, acceptance, curiosity and courageousness. By instilling these values, we give children the chance to shine and be proud of all that they achieve, both academically and personally.

Our Wellington Primary Academies promote:

- Excellence through the rigorous learning of key skills within a rich and broad curriculum.
- Holistic learning by developing the whole child.
- Innovation in the way that we teach and learn.
- Collaboration with parents and carers, the Ascend Learning Trust family, the military community and local primary schools.

Our Facilities

Wellington Lions opened its doors in 2014 and as a recently built school, we enjoy bright, well-resourced classrooms, a dedicated food technology room, a dance studio in addition to a large multi-use Hall and a sensory room.

Our recently refurbished library is the real heart of the school and our dedicated wrap-around care facility enjoys a calming and personal environment, designed to meet the needs of all ages. We enjoy ample hard surface playground, a dedicated sports MUGA, football pitch, extensive playing fields, Forest schools area and dedicated Early Years outdoor environment.

Our curriculum

At Wellington Lions Primary Academy, we firmly believe that every child in our care has the right to be truly inspired by an engaging and purposeful curriculum. We have based our curriculum around 'The Curious Child' and we have dedicated staff who are passionate about providing our children with enriching and exciting experiences so that they can all achieve success in their learning journey. We actively encourage our children to be enthusiastic, resilient, collaborative and aspirational and believe that this supports them on their path to becoming life-long learners.

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 Pickwick training programme alongside weekly in house professional development meetings. 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.

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 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 31 days + 8 bank holidays per year (with 5 years' service)

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 Mindful Employer 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.

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)
- Online Search checks
- 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.