



The Wellington Academy

# The Wellington Academy



RECRUITMENT PACK

ASCEND  
LEARNING TRUST



# Welcome, from the Head

Dear Applicant,

I am delighted you have shown an interest in joining our school community.

The Wellington Academy is a rapidly growing, popular 11-18 state boarding school serving the Garrison town of Tidworth (60% of our families are military) and the local community.

We are a 'Good' school, you can find the link to our most recent Ofsted inspection here: [The Wellington Academy - Open - Find an Inspection Report - Ofsted](#)

Our students' academic successes along with their achievements in so many areas of school life, in and out of the classroom, are only part of the Wellington story. Our young people are genuinely happy to be here, and the quality of relationships is a cornerstone of our community, the staff team are crucial in achieving this.

The Wellington Academy offers the opportunity to work in wonderful surroundings within a supportive community. It really is a fantastic place to work with staff encouraged to be lifelong learners, innovative in their thinking and reflective in their practise.

If the enclosed excites you, please arrange a visit to see and feel for yourself how you can be a part of our journey from 'Good' to great.

Kindest regards

**Rob Wood**  
**Headteacher**

## Job Information

### Subject Leader of Mathematics The Wellington Academy

**Salary:** MPS / UPS plus TLR 2B (£5,351)

**Type of role:** Permanent, Fulltime

**Closing Date:** Midnight, Sunday 28<sup>th</sup> April 2024

**Interview Date:** w/c Monday 29<sup>th</sup> April 2024

**Anticipated Start Date:** September 2024

## 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 the areas which will be assessed at both application and interview. 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.

### Second in Mathematics

#### Main Job Purpose:

In collaboration with the Subject Leader of Maths on the development and embedding of The Wellington Academy learning culture and pedagogy, in Maths, to ensure outstanding outcomes for all learners. Lead on the Maths curriculum provision and design. Monitor and account for the progress of all learners across your department.

#### Policy/strategic direction and development:

- Manage the curriculum and teaching and learning provision and practice with the other department subject leads.
- Support the Subject Leader of Maths in embedding the whole Academy learning culture and pedagogy.
- Activity co-lead on and contribute with Subject Leaders across the school in designing aspirational and inspirational curriculum.
- Embed, manage, monitor, and account for assessment, marking, feedback and aspiration setting culture, which embodies the Academy's vision of limitless aspiration.
- Align, prepare, monitor, and update annual curriculum development plans in collaboration with Subject Leader of Maths and the other subject leads.
- Co-lead in ensuring that Academy vision, values and strategies are embedded in schemes of learning, curriculum plans and the daily practice.

- Take a lead role in developing links within the academy and outside the academy to enhance academy improvement and student attainment.

**Teaching and Learning:** in collaboration with Subject Leader of Maths:

- To lead by example setting high standards of professional teaching, planning, delivery and student progress in accordance with academy expectations
- To contribute to the leadership of the Maths department and help develop a purposeful curriculum team, guiding and advising individual teachers on matters relating to the teaching of the subject
- To contribute to the provision of clear leadership regarding the aims, policies, and courses offered by the department, and the development of an annual departmental handbook detailing current policy, procedures and schemes of work To work with the Subject Leader of Maths, in quality assuring the work of the department, in accordance with academy policy and through lesson observations, work sampling, student voice ensuring teaching is enabling students to work towards outstanding progress
- To ensure schemes of work meet statutory requirements for delivery of the subject.
- To initiate appropriate forms of departmental assessment of student progress in accordance with academy policy
- To provide clear guidance of strategies for effective teaching and learning
- Keep up to date with developments within education as it relates to your department and to the teaching practice Support the Behaviour for Learning Policy and ensure appropriate praise and reward is in place for achieving students and groups of students
- Contribute to the broader life of the academy by supporting and leading curricula and extra-curricular events.

**Monitoring, evaluation and assessment:** in collaboration with Subject Leader of Maths:

- Monitor student progress through the use of performance and benchmarked data to ensure that high standards of learning are achieved and maintained for all students, and student groups.
- Ensure appropriate interventions are in place for poor progress and underachieving students and student groups, monitoring the effectiveness of individual plans put in place.
- Set and moderate assessments
- Undertake focused, learning walks and other forms of work scrutiny.

**General requirements.**

- Work towards and support the Trust vision and the current Trust objectives outlined in the Academy Development Plan
- Contribute to the Academy's programme of extra-curricular activities.
- Support and contribute to the Trust's responsibility for safeguarding students.
- Work within the Trust's health and safety policy to ensure a safe working environment for staff, students, and visitors.
- Work within the Trust's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relationships with students, parents, and colleagues.
- Engage actively in the performance review process.

- Adhere to policies as set out in the Governing Body Regulations and staff handbook.
- Undertake other reasonable duties related to the job purpose required from time to time.
- Have read and understood academy policies and recognise the importance of fulfilling the 'Seven Nolan Principles' of public office holders.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities.

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

All Trust staff are expected to uphold the Values of the Trust.

**All employees have the responsibility to:**

- Ensure any documentation produced is to a high standard and is in line with the Trust brand style.
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, whistleblowing, confidentiality, and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Trust Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Promote the area of responsibility within the Trust and beyond.
- Represent the Trust at events as appropriate and as directed by the Chief Executive Officer.
- Support and promote the Trust ethos, vision, and values.

## Person Specification

### Qualifications:

- Qualified to degree level.
- QTS

### Key Contacts and Relationships:

#### Internal

- Leadership of the department team
- All members of staff in the school
- Staff in other Trust schools

#### External

- Parents
- Collaboration with central team and others within the Trust schools
- External agencies

### Knowledge & Skills:

#### Essential:

- ALT Safeguarding and Data Protection training
- A commitment to professional development
- Significant Middle Leadership experience
- Significant experience of teaching Maths across a minimum of two key stages including GCSE
- Accurate and fluent written communication skills.
- Ability to deploy teaching and learning strategies appropriately to suit the needs of pupils of differing ability.
- Ability to deploy behaviour management strategies effectively.
- Good relationships with: Colleagues, Line Managers, Pupils and Parents.
- Ability to analyse, interpret and act on test data.
- Experience of target setting
- Strong interpersonal skills: ability to lead, negotiate, build rapport, motivate, and challenge with the ability to give feedback in a sensitive manner.
- Able to establish credibility with all staff.
- Experience of working with other agencies or organisations

#### Essential Attributes:

- Commitment to inclusion
- High expectations of pupil behaviour and achievement
- See tasks through fully.
- Is happy to work in an environment of change and growth.
- A good sense of humour
- Vision of education in a wider context.
- Experience of wider reading and educational issues
- High expectations and a commitment to raising standards of attainment, including children from socially disadvantaged areas.
- Commitment to equal opportunities and equal value for students and colleagues.
- Resilient and cheerful under pressure

## How to Apply

Applications should be submitted directly via MyNewTerm, you can access our careers page using the following link: <https://www.mynewterm.com/school/The-Wellington-Academy/135804>

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.

## About our School

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

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 (October 2022) 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 1150 students on roll, and this includes a growing Sixth Form of 200. 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 Good by Ofsted in May 2022). 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.

## Boarding

We are one of the few state schools in the country to offer boarding. Our boarding house can accommodate 100 students. In its most recent inspection (2022) under the boarding Ofsted framework it was graded 'Good'. 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 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 at reduced rates.

## 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 (ALT) 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 extracurricular trips and visits for our students.
- Our staff have access to heavily subsidised gym membership at our onsite Sports Centre, a perk that a number of staff take advantage of.

## Testimonials

*"Having recently joined the Wellington Academy as a teacher of PE I have been welcomed in with open arms. As an Early Career Teacher just starting my journey into the career of teaching, I have been provided with a personal mentor who I can meet with weekly and draw on advice and support throughout the week as needed in addition to being invited to attend weekly ECT development sessions with the Deputy Head to continue to fine tune and hone my teaching skills.*

*With weekly CPD briefings and the school being generous enough to fund further CPD training courses for me I have had no shortage of training or support from those in my department and in the senior leadership team. The PE department has been very welcoming to me, and I am looking forward to continuing my teaching journey here at the Wellington Academy."*

**Ryan, ECT**

*"The values and ethos here at The Wellington Academy reflect why I got in to teaching. We have a community feel here at Wellington and without exception, staff consistently support students, putting them at the heart of whatever they do. Teachers are passionate about their subjects, collaborating as a team to ensure students study engaging curriculums and always receive great teaching.*

*My colleagues inspire students to be ambitious for themselves and their futures. We are also ambitious for each other. I have had lots of opportunities since I joined the academy, with a variety of CPD training sessions, delivering CPD to all staff which personally developed me as well as the opportunity to complete an NPQ course."*

**Rebecca, Subject Leader**

## 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.