

**EMBARK**  
F E D E R A T I O N



**Headteacher  
Recruitment Pack:  
Anthony Gell School**



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**Love Learning, Love Life.**

## A Message from our CEO:

Anthony Gell School is a strong, inclusive secondary school with a well-established reputation for care, ambition and high standards. The school is in a good place. Outcomes are secure, the culture is positive, and there is a deep sense of pride among students and staff. What we are now seeking is a Headteacher who can build on this strength and lead AGS confidently into its next phase.

Anthony Gell School serves a truly comprehensive community and is committed to ensuring that every young person is known, supported and challenged to achieve their best. Inclusion, care and high expectations sit alongside one another. Staff know their students well, adapt thoughtfully to individual need, and create an environment where young people feel safe, valued and ambitious about their futures.

Learning at AGS is broad, rich and purposeful. Academic success is important, but it is not the whole story. The school places equal value on character, confidence and contribution, supporting students to become resilient learners and responsible citizens who are ready for life beyond school.

As Headteacher, you will be the educational, cultural and moral leader of the school. You will be expected to sustain high standards, strengthen the school's inclusive ethos, and lead with clarity, integrity and ambition. This is a role for a leader who can bring people with them, make thoughtful decisions, and hold the confidence of students, staff, families and governors.

Anthony Gell School is part of Embark Federation, where our shared purpose is Love Learning, Love Life. This means placing children and young people at the heart of everything we do, investing in staff as professionals and people, and building schools that are both academically strong and deeply human. As Headteacher, you will be a leader not only of your school but also within the wider Trust community – contributing to collaboration, system leadership and the collective strength of Embark.

This is an exciting and rare opportunity to lead a school with a strong identity, committed staff and a clear moral purpose, supported by a Trust that values integrity, teamwork and success. I hope this pack gives you a clear sense of the opportunity ahead and encourages you to consider how your leadership could shape the next chapter of Anthony Gell School



# Our School:

# Anthony Gell School



Anthony Gell School is a successful, fully inclusive 11–18 secondary school in Wirksworth, Derbyshire. The student roll has increased in the last 10 years and is circa 800, including the Sixth Form. The school combines a strong record of academic achievement with a supportive, aspirational culture where students are known as individuals, encouraged to be aspirational and helped to succeed.

Built on a long heritage, dating back to its foundation in 1576, Anthony Gell School retains a distinctive sense of place and community. It serves local families across the Derbyshire Dales and attracts a high number of students from beyond its traditional catchment, reflecting its strong reputation and popularity.

The school's ethos is rooted in care, aspiration and achievement. Students are encouraged to be confident, resilient learners who value themselves and others. Staff focus on understanding each student's strengths, ambitions and needs, and provide a curriculum that is broad, challenging and personalised to help all young people thrive academically and personally.

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# Our School: Anthony Gell School

Alongside its curriculum, AGS offers extensive enrichment and extra-curricular opportunities across the arts, sports, STEM and community engagement. These experiences are designed to develop character, creativity and leadership as well as academic success.

The school's commitment to inclusion, high expectations and personal growth aligns closely with Embark's shared purpose of Love Learning, Love Life. This connection supports staff collaboration, professional growth and shared leadership across the Trust, while preserving Anthony Gell School's distinctive identity and strong community focus.

In short, AGS is a school where students are safe, supported and inspired; where learning is ambitious and purposeful; and where staff and students share a sense of pride and belonging to a community with high expectations and rich opportunities for all.



## Who are we looking for:

We are seeking a values-led Headteacher with high emotional intelligence and a proven record of impact in school improvement, who can lead Anthony Gell School confidently into its next chapter.

### The successful candidate will:

- Provide clear, strategic leadership with strong educational judgement
- Lead with integrity, empathy and authority, building trust across the school community
- Champion inclusion, safeguarding and wellbeing so every student can thrive
- Set and sustain high expectations for behaviour, learning and achievement
- Inspire, develop and retain staff, creating a calm, purposeful culture
- Lead change thoughtfully while preserving and strengthening the school's ethos
- Build strong relationships with students, families, governors and partners



The successful candidate will bring clarity, warmth and ambition to the role, combining decisiveness with compassion and always placing students' lifechances at the centre of their leadership.



# Our School: Anthony Gell School



**[Click here to watch a short film showcasing  
life at Anthony Gell School.](#)**

**[Click here to watch a short film from staff at  
Anthony Gell School.](#)**

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## About Embark Federation:

Our Vision is to create schools that stand out at the heart of their communities and want everyone to experience and enable the collective commitment to inclusion

### Our Core Beliefs

Family

Integrity

Teamwork

Success

### Our Strategic Ambitions

Stand Out Schools



Standing out for our offer for young people, adults and communities.

Collective Commitment to Inclusion



Enabling everyone to Love Learning and Love Life.

Environmental Sustainability



Looking after our local area for future generations.

Organisational Excellence



Enabling our schools to fully focus on children's education.

Our purpose is to help everyone **Love Learning & Love Life!**



## About Embark Federation:



### FAMILY

I feel **welcome**, a sense of **belonging** in my school and within the Embark family.

I feel **listened to** and **valued**.

I feel **noticed** and people care how I feel.

People take time to get to **know me** and my family.

I have a **trusted** person I can always talk to.

## EMBARK

FEDERATION

**Love Learning, Love Life**

### INTEGRITY

People notice the **unique things** I am good at and **celebrate** these.

**Difference** is treated with **dignity** and **celebrated**.

People support me to do my **best** – I know how well I am doing at school and how to improve.

I am treated with **relentless positivity** and **love** which helps me resolve difficult situations.

### TEAMWORK

I am **encouraged** to work well with others.

I'm **not on my own**. There is always someone to support me with my concerns.

I have the **right support** and **expertise** at the **right time** from the right person.

I am supported and encouraged to have a go at anything, and I am **included**.



**Enabling everyone to love learning and love life**

### SUCCESS

People have high **aspirations** for me and **support** me to access all opportunities.

People **see my greatness** in all its forms.

**My environment** enables success.

I have the **support** I need from different people.

I am encouraged to try my best and aim high.

## What do our young people want?



**[Click here to watch a short video to hear directly from our young people about the adults they want in their schools.](#)**

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## What can you expect from us?

- A comprehensive local induction
- 'Me at my Best' conversations to support you to succeed
- Ongoing support and professional development
- A great working environment



## Embark Benefits:



### Your Mental and Physical Health matters

Mental health, counselling & mindfulness support  
 Physiotherapy and nurse support  
 Cancer, Chronic Illness and bereavement Support  
 Menopause Support  
 Free Eye Care vouchers

### Your Financial Health matters

Savings and Loans direct from your salary  
 Salary advances to help those unexpected events  
 Teachers and Local Government Pension Schemes  
 Savings, Mortgage and Personal debt advice  
 Every day discounts and savings – Embark Perks

### Your Work-Life FIT matters

Flexible Working options  
 Maternity, Adoption, Parental, Shared Parental and Special Leave options and Support  
 Shared Parental leave – maximising your pay  
 Retirement Support

### Your Professional & Personal Development

ECT and NPQ programmes  
 Apprenticeship opportunities  
 Mastering Mindfulness  
 Strategy, cross phase and subject lead trust wide development



# Collaborative Improvement & Professional Development for all staff:



## How to Apply:

### Application process

- Complete the application via 'My New Term'.
- Informal conversations are encouraged and welcomed.
- Submit applications by Thursday 9th April 2026 @9am.

### Next steps

- Shortlisted candidates will be informed by 14th April 2026
- Assessment and Interviews will be held on 21 and 22 April 2026
- The process will include opportunities to engage with the school and Trust



## How to Apply:



**For an informal discussion about the role please email:  
[Anna.Upton@embarkfed.org.uk](mailto:Anna.Upton@embarkfed.org.uk)**

**To arrange a school visit, please contact Fran Calladine, PA to  
the Headteacher, at [fcalladine@anthonygell.co.uk](mailto:fcalladine@anthonygell.co.uk)**

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# EMBARK

F E D E R A T I O N



Anthony Gell  
— School —



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**Love Learning, Love Life.**