



— ROYAL —
**WOOTTON
BASSETT
ACADEMY**



RECRUITMENT PACK

A global school in a local community

WELCOME FROM THE HEAD



Anita Ellis

Headteacher

Dear applicant

Thank you for your interest in joining our exceptional school. I believe it is exceptional in so many ways and I hope that you gain an understanding of us from our website, or from visiting us. Belonging to the Ascend Learning Trust, we value the following Trust statement **“Through a sense of ownership of purpose, value and beliefs, students in the Trust’s Academies will be supported to flourish and develop high aspirations for their education and personal development whatever their starting point.”**

Many visitors to Royal Wootton Bassett Academy describe a sense of calm, warmth and enjoyment when they visit us. Our school is vibrant, brimming with a real ‘can-do’ attitude around everything that we do. Our vision is centred around students and staff being “the best versions of themselves” and we are focused on how we develop our skills and resources to enable this to happen.

We live by our values of Respect, Well Being, Balance and Aspiration and they are embedded in our culture, all of which is very much balanced with encouraging our students’ academic success. We strive to develop the whole person through learning experiences and learning opportunities from great role models and we recognise that the learning process is as valid for the adults at our school, as it is for our young people. We live in a world of considerable challenge and we recognise that academic qualifications, as well as personal confidence are key to enabling future choices.

Inclusivity is celebrated here; for life, our school community but also within the classroom. Equity is also valued here and everyone is expected to play their part in ensuring that every young person has access to everything that we have to offer. Inclusion does not belong to specialist leadership roles, but to everyone and facilitating equity to all is something we prioritise.

We know our students and staff come to school because they love it, find it exciting, challenging and totally engaging. More importantly, they find our school to be a real community of supportive individuals, working together to improve the life chances for all. I look forward to meeting you, so that you can experience this for yourself.

A global school in a local community

WELCOME FROM THE CEO

Dear Applicant

Thank you for taking an interest in Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'. As a community of schools, we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued. As a result of our values, we strive to ensure that students receive an incredibly high standard of academic and pastoral care to enable them to leave school with the very best platform for their future. The schools within Ascend Learning Trust are a family, and as such they support each other to continuously improve, providing strength to each other.

As a mother of 3 children at primary, secondary and apprentice level, I know how important young people's school experience is and it is a privilege to lead an organisation whose purpose it is to support this. As the CEO of Ascend Learning Trust (from September 2023) I am fully committed, along with all of our staff to ensuring that each child's education is the very best that it can be.

This pack will give you details of the job description and list the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. 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 these 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)
- Online Search checks
- Health checks

Yours sincerely

Jane Coley
Ascend Learning Trust CEO



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.

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.



Role Summary

- To implement the Aims and Policies of Royal Wootton Bassett Academy and reaffirm them regularly.
- To support, encourage and challenge all students and reinforce the Royal Wootton Bassett Academy learner profile.
- To maintain high professional standards of lesson preparation and delivery.
- To promote punctuality and respect for all in the environment both in the classroom/teaching area and the wider Academy environment.
- To ensure that students' achievements are celebrated, recorded and reported within the agreed principles of Royal Wootton Bassett Academy.
- To encourage students to participate fully across the whole spectrum of their Academy experience.
- To assist the Leadership Team /Heads of Faculty / Heads of Department /Heads of Year /Lead Practitioners /Tutors and Student Managers in promoting the continuity and quality of the learning experience for every individual student across all Key Stages.
- To ensure that all lessons are differentiated sufficiently to challenge all levels of intellectual ability.
- To assess and mark students' work and give feedback necessary to bring about progress in each student's learning and understanding.
- To work with colleagues projecting a consistent corporate approach to our dealings with the students, parents and all concerned with Royal Wootton Bassett Academy.
- To work with the Leadership Team /Tutors /Student Managers and Support Staff to communicate with parents, other colleagues and appropriate agencies concerning the progress, welfare and well-being of all students.
- To work with, contribute to and be accountable to the Heads of Faculty /Heads of Department /Heads of Year /Lead Practitioners and the Student Managers or other designated members of staff regarding agreed objectives for the faculty /department and wider community.
- To contribute to or create Schemes of Work to ensure your subject area takes advantage of up to date pedagogic knowledge and skills.
- To follow all Academy procedures for Quality Assurance practices, such as lesson observations and learning walks.
- To undertake appropriate monitoring of student progress via regular assessment and in accordance with Academy policies to ensure that all students make at least good progress.
- To report progress accurately and by deadline, in accordance with Academy policies to parents and other teaching staff as required.
- To be an effective teacher and tutor who leads by example and establishes high levels of expectation.
- To maintain a high level of professional expertise in relation to the post to which appointed, and the Royal Wootton Bassett Academy approach to the Curriculum.
- To undertake additional duties including cover, attending meetings and undertaking professional development in accordance with Teachers' Conditions of Employment.
- To attend all Thursday morning Staff Meetings, Twilights and other Continuing Professional Development in accordance with Academy guidance on directed time.
- To undertake a share of supervisory responsibilities in accordance with published rosters and procedures.
- Being a member of a House, carrying out related duties.
- Due to the nature of this post, you will be required to apply for a Disclosure from the Criminal Records Bureau if you have been successful in your application. Disclosure will contain details of formal cautions, reprimands and final warnings, as well as convictions. The Academy will apply on your behalf and will pay the necessary fee. Having a criminal conviction will not automatically exclude you from employment; this will depend on the nature of the position, the circumstances and background of the offences committed.



Royal Wootton Bassett Academy

Royal Wootton Bassett Academy is an ambitious, oversubscribed and incredibly proud 11-18 school with 1,764 students on roll including 356 students in our very popular and successful Sixth Form.

The school is a proud member of the Ascend Learning Trust. Royal Wootton Bassett Academy is committed to inclusivity and equity for all.

We have embedded our approach to developing 'Growth Mindsets' across the curriculum and in the way that we approach everything that we do. We are a United Nations Convention on the Rights of the Child (UNCRC) school and the articles are embedded in our values led approach. We are also a UCL Beacon School for Holocaust and Genocide education.

Our Sixth Form Leadership Team and the School Parliament carry the 'students' voice' exceptionally well and as a result, they have impacted across our school in a variety of positive ways. We would welcome an application from fellow professionals who share these values and approaches, and this mind-set.

In December 2010, the school was awarded Outstanding in every category by Ofsted. They described our students as "...an absolute delight." and "in every area of the School they carry out exemplary practice."

In November 2013, the Academy was again awarded Outstanding in every category by Ofsted where they stated "Around the school, students are polite and courteous to each other, to members of staff and to visitors. Students listen attentively in lessons, and almost always respond rapidly to teachers' instructions". We belong to Challenge Partners and their external verification places us as 'Leading' in every category. The Lead Reviewer describing our school as "just brilliant". We are a reflective school and believe in empowering the individuals in our community through ongoing reflection and evaluation.

Royal Wootton Bassett is geographically situated in a pleasant location with Bath, Bristol, Cheltenham and the Cotswolds all within commuting distances.

Our Facilities

Our school was built in 2002 and as a PFI, it is maintained to a very high standard. Our students' artwork adorns the walls throughout the school, making the school a compliment to their creativity and abilities.

Our approach to inclusivity has meant that we have opened a new Inclusion Zone with 2 Pods. We use the phrase, "These places are sanctuaries, not sanctions" and they are fully operational places for therapies, a 'sensory room' and a quiet space to work. They are designed to enable students to access a variety of support and to re-set their mind-set so that they can carry on with their learning on the mainstream timetable.

A global school in a local community

We have fully equipped classrooms catering for all subject specialisms and we have a functioning Weights Gym. We also have a 280 seat Lecture Theatre and this year, we opened a new Sixth Form Extension to accommodate our growing Sixth Form.

Our Curriculum

Our Curriculum Intent places ambitious subject knowledge at its core, complimented by a deliberate focus on wider knowledge that appreciates difference, challenges stereotypes, and considers ethical dimensions in society. Our curriculum is inclusive and ensures all can access the knowledge and skills needed to become well-informed young people who are positive contributors to society. Specialist vocabulary sits at the heart of our academic curriculum and combines with our focus on literacy throughout the school. Our students are provided with the language and confidence to have their voice heard through a strong focus on literacy throughout the school, supported with specialist Reading Programmes.

We are proud to have a wide offer of choice for our KS5 students that includes A Levels, BTECs, DfE and EPQ, as well as Complimentary Studies that includes First Aid and Student Interventions. Our KS4 is exceptionally well balanced with over 25 subjects to choose from. We balance our approach pathways with EBACC, Open subjects, BTECs and an Alternative Baccalaureate (Alt Bacc) that includes BTEC Level 2 courses at local Colleges. In both KS4 & 5, we offer Work Experience too. In 2021 we adapted our KS3 pathways to widen the students' curriculum experience. In Year 8, students now choose a Curriculum Plus subject to give them the opportunity of experiencing a subject that they wouldn't otherwise be able to experience in KS3, for example Business, Sociology, Photography, PE Theory, or they can choose a subject they currently enjoy and want to develop further, for example a second MFL. In Year 9, we brought our KS4 Options into Term 6 and this has allowed students to begin their GCSEs prior to Year 10 and as much as possible we provide them with the teachers that would be timetabled to take them, thus improving their familiarity with expectations and basic knowledge.

Our Commitment to your Professional Development

We are committed to the professional development of all of our colleagues. 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 Bitesize briefings. If you work at Royal Wootton Bassett Academy, we are committed to supporting your growth as an educator and fellow professional.

Ascend Learning Trust

Welcome to Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'.

As a community of schools we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued.

Compassion

To always show kindness, inclusivity and empathy to each other and to encourage others to behave this way. To care for those around you and to consider the needs of all.

Aspiration

To 'dream big' and to set your goals with no limits. You work hard towards your goals and follow your dreams and always believe that anything is possible.

Respect

To treat everyone as you would always wish to be treated in both words and actions. This means listening to others, appreciating differences, showing kindness and always being considerate.

Dedication

Always try your very best to commit to and achieve all of your goals and never give up even when things are tough. Face challenges courageously and keep focused on your goals.

Integrity

Holding true to what you believe in and act in a way that shows this. Always be honest and if you are in the wrong accept feedback and apologise.

Our vision at Ascend Learning Trust is to create a sense of belonging for everyone. All our young people receive a holistic world-class education regardless of where they come from or their life challenges. They will leave their Ascend community with outcomes that opens doors to a fulfilling and successful future.





HOW TO APPLY

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 is it not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

If you would like to arrange a visit to the school, or for more information about applying, please contact the recruitment team on 01793 781485.

Applications should be submitted directly via MyNewTerm, you can access our careers page using the following link:

[Royal Wootton Bassett Academy MyNewTerm](#)

