

TIBSHELF COMMUNITY SCHOOL



RECRUITMENT PACK

OUR GUIDE FOR
PROSPECTIVE EMPLOYEES

"AIM HIGH"



www.tibshelf.derbyshire.sch.uk - 01773 872391

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Information about the school

Tibshelf Community School is a thriving, over-subscribed 11–16 secondary school, located in a stunning £17 million purpose-built site opened in November 2013. Serving a wide rural catchment across nine villages in North East Derbyshire, the school is home to over 830 students, with numbers exceeding the official PAN of 150 in every year group.

We are proud to be a school where **exceptional opportunities** are available to all. Our **outstanding curriculum** is enriched by a wide range of **superb experiences** that inspire ambition, creativity, and personal growth. We foster a **culture of high aspiration**, ensuring every student is supported to achieve their full potential, regardless of background.

Our inclusive ethos supports a diverse range of learners, including a significant proportion of students who are disadvantaged, have SEND needs, or are supported through EHCPs. We are committed to ensuring that every child thrives academically, socially, and emotionally.

Tibshelf is a **happy and supportive place to work**, where staff are genuinely valued, and wellbeing is taken seriously. We believe that a strong, motivated team is key to delivering excellence for our students, and we work hard to maintain a positive, collaborative culture.

Building on a legacy of **consistently 'Good'** Ofsted judgements, we are very proud to have a highly successful inspection under the new framework in January 2026. The school achieved the **Strong Standard** in Personal Development and **Expected Standard** in all other categories. This is an excellent achievement under the renewed framework and we continue to work with ambition to gain the strong standard across the board.

Key Stage 4 Examination Results

	2023 %	2024 %	2025 %
English and Mathematics 'Standard Pass'	62.4	62.2	66
English and Mathematics 'Strong Pass'	39	39.2	45
EBacc 'Standard Pass'	16.5	31.1	23
Attainment 8	44.53	43.24	44.21

Ethos

Ofsted commented that ***"By putting pupils first, the school has created a culture of mutual respect that staff and pupils are proud to be part of. Pupils feel safe and know that staff will keep them safe"***. We believe that children thrive when they feel happy, secure, and inspired — and we place their safety and wellbeing at the heart of everything we do.

Tibshelf Community School offers **exceptional opportunities** both within and beyond the classroom. Our **outstanding curriculum** is enriched by a wide range of **superb experiences** that foster curiosity, creativity, and ambition. We are committed to creating a **culture of high aspiration**, where every student is encouraged to aim high and achieve their personal best.

Our inclusive and supportive environment ensures that all students feel safe, valued, and motivated. High levels of attendance and participation reflect the strong sense of belonging and enjoyment our students experience. We are proud to be a **happy and collaborative place to work**, where staff wellbeing is prioritised, and every member of the team is recognised and supported.

Our vision is to build on these strengths and continue to grow a dynamic, innovative learning community rooted in excellence, inclusion, and aspiration.

Governing Principle

"Working together to make our school even better."

Mission

Tibshelf Community School strives to be an outstanding learning community in which individuals are inspired, challenged and supported to become effective global citizens in the 21st century.

We Aim High Through Our Unrelenting Focus On

1. The Learner is at the heart of everything we do
2. Learning is exciting, engaging and inspirational
3. Working together as a professional community to ensure best outcomes for all

Looking Ahead

I am highly ambitious for the school and its community. I sincerely believe that we can make our school even better. We are absolutely committed to attracting the very best staff to Tibshelf and fully supporting their ongoing professional development, with improving the quality of teaching and learning, our core purpose.

If you are excited at the prospect of playing a key role in this, we look forward to hearing from you.

Visits to the school prior to application are both welcomed and encouraged. Please contact Mrs Johnston-Shaw to arrange an appointment - recruitment@tibshelf.derbyshire.sch.uk



Lucie Wainwright
Headteacher

Our School Improvement Plan

Alta Pete: Aim for the Highest

Governing Principle:

"Working Together to Make Our School Even Better"

Mission:

Tibshelf Community School strives to be an outstanding learning community in which individuals are inspired, challenged and supported to become effective global citizens in the 21st century.

We aim high through our unrelenting focus on:

The Learner is at the heart of everything we do

- 1.1 We aim high through our 'I can' culture building a climate of resilience to create independent 21st century learners
- 1.2 We aim high by having excellent practices for facilitating mental health and well-being
- 1.3 We aim high through developing an innovative KS3 curriculum that stretches, challenges and prepares independent learners for the increased demands of KS4
- 1.4 We aim high through developing a relevant KS4 curriculum that is accessible for all and develops independent learners as lifelong learners
- 1.5 We aim high to ensure that all learners achieve their potential and that all gaps are closed
- 1.6 We aim high through having the highest expectations of ourselves, each other, our school and the community

Learning is exciting, engaging and inspirational

- 2.1 We aim high through creating exciting, engaging and inclusive learning spaces
- 2.2 We aim high through challenge in our teaching to enable learners to be aspirational and make significant progress
- 2.3 We aim high through every lesson being challenging, exciting and engaging for all students
- 2.4 We aim high through ensuring that all our parents know what learning looks like at Tibshelf
- 2.5 We aim high through excellent professional development to ensure that all staff are experts in subject knowledge
- 2.6 We aim high by collaboratively working to deliver learning that enables students to be independent, reflective and resilient

Working together as a professional community to ensure best outcomes for all

- 3.1 We aim high by being cutting edge with new initiatives and legislation
- 3.2 We aim high through professionalism at all levels with a 'no excuses' culture
- 3.3 We aim high through using expert staff to develop others and actively promote an 'open door' culture
- 3.4 We aim high through collaborative working to highlight potential CPD
- 3.5 We aim high by ensuring that we have 'excellent' strategic and operational resourcing by having all staff (including Governors) in the right jobs with the right skills and specialist knowledge supported by outstanding CPD
- 3.6 We aim high through a rigorous Performance Management system linked to accountability and school improvement
- 3.7 We aim high by developing consistently excellent leadership at all levels across the school
- 3.8 We aim high through high quality services and products
- 3.9 We aim high through safe and secure working environments
- 3.10 We aim high through recognising the health and wellbeing of our staff to enable effectiveness, high levels of productivity and innovation

Staff Health and Wellbeing

We recognise the importance of ensuring that all staff at Tibshelf Community School enjoy a healthy work-life balance in order to ensure they can not only provide the best teaching and learning outcomes to our students, but that the school can promote a culture of progress and wellbeing at all levels.

We work hard offering a variety of initiatives, services and events to provide a well-rounded sense of wellbeing. A happy working life and career at Tibshelf Community School is supported by some of our key wellbeing initiatives including:

- Whole Staff Induction programme
- 1-1 personalised performance management/appraisal system
- Mentors for ECTs
- Exemplary CPD programme
- Leadership Development Opportunities
- Celebration Events
- Sports & social events
- Dedicated department bases for teaching faculties
- On-site parking
- Laptops with secure home-school access for all teaching staff
- Extended access to school during our wider opening hours
- Access to the canteen and dining facilities

In addition to the above, all staff members have access to complimentary medical and wellbeing support services available 24 hours a day / 7 days a week including (but not exhaustive):

- Nurse support service
- Emotional support and counselling
- Workplace assessments
- Occupational health referrals for access to Physiotherapy and workplace adjustments

The Application Process

Closing date:	Wednesday 24 th June 2026
Proposed interview:	Week commencing 29 th June 2026
Start Date:	4 th September 2026

Please apply via this link <https://mynewterm.com/jobs/112949/EDV-2026-TCS-66628>

Shortlisted candidates may be subject to **online searches as part of our safer recruitment checks**. This is to help identify any incidents or issues that are publicly available and relevant to your suitability for the role.

Tibshelf Community School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All staff and volunteers are required to undertake a criminal record check via the DBS before they can be appointed.

Unfortunately, due to Safer Recruitment regulations, we are not able to accept a CV.

Apprentice Sports Coach - Job Profile

Employment Details	
Job title	Level 4 apprentice Sports Coach and Creativity Technician
Reports to	Director of Creativity
Hours of work	Monday to Friday 8am – 4pm (3:30pm on Fridays). Some flexible working to suit the needs of the school eg fixtures and school shows. Any additional time will be paid. Term time only.
Salary	National Minimum Wage for age
Expected Duration	21 months full duration including end point assessment

Overview of the Role
<p>Sport coaches aim to provide meaningful and high-quality learning, development and performance experiences. They support the achievement of medals in talent, national and international competition, enrich performance in local competitions, increase participation, raise educational standards, enhance wellbeing and drive social change. Sport coaches can influence national wellness to reduce burden on the National Health Service.</p>
General Duties
Help provide varied and balanced sports sessions for all year groups
Assist with the delivery of sports sessions
Uphold the school's ethos and values
Work alongside the PE department to deliver engaging sports sessions
Assist with the management of pupil behaviour
Engage in relevant CPD and career development opportunities
Act as a role model for pupils by raising standards and demonstrating professionalism
Supporting the Creativity Faculty by helping set up equipment, staging and performance spaces for lessons, school productions and concerts.
Organisation
Help to assess the progress of pupils and adjust teaching programs accordingly
Complete all required documentation and administrative procedures

Be responsible for the implementation, development and organisation of sessions, as delegated, under the supervision of the Director of Creativity
Ensure pupils have access to additional help where required
Help plan and deliver sports sessions that are appropriate for pupils' ages, experience and abilities
Check sports equipment is in working order
Ensure that the changing rooms are kept clean and tidy
Ensure that sports equipment is stored appropriately
Plan and organise own daily tasks and workload
Provide advice and guidance to pupils and parents, as delegated by the Director of Creativity
Maintain a calm and professional approach to inspire confidence and motivate pupils
Communicate concerns and significant developments to the Director of Creativity
Report any safeguarding concerns to the DSL
Communicate effectively with pupils and colleagues and actively listen to their questions, concerns, advice, etc.
Participate in decisions made by the department.
Seek support when issues arise.
Health and Safety
Monitor pupils in line with the Health and Safety Policy to prevent accidents and injuries
Provide first aid for minor injuries or accidents or report injuries and health incidents to a designated first aider
Assist the Director of Creativity with the management of written records of incidents, accidents and concerns where necessary
Assist with the implementation of risk assessments and ensure that they mitigate all possible risks
Ensure the first aid kit is fully stocked in line with HSE guidance and report missing items to the Medical Welfare Officer for replacement
Maintain good awareness of health and safety issues
Be responsible for their own health and safety and that of those around them during sports coaching activities
Additional Duties
Be a positive role model, creating a positive and fun environment in which to motivate and encourage pupils to participate in sports sessions

Participate in appropriate meetings with colleagues
Undertake additional duties as appropriate, similar to those outlined in this job description
Assisting with the safe movement and organisation of students during rehearsals, showcases, and whole-school events
Collaborating with staff to prepare sports halls or shared spaces for cross-curricular events, including musical performances and assemblies
Contributing to the smooth running of school productions by helping with backstage logistics, audience seating, and general event preparation
Promoting a positive culture of participation by encouraging students to engage in both sporting and performing arts opportunities

Apprentice Sports Coach - Person Profile

	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • A good standard of education with qualifications to at least GCSE-level standard or equivalent, or be willing to obtain English and Maths in line with the apprenticeship funding rules 	<ul style="list-style-type: none"> • Evidence of relevant CPD • Relevant qualifications regarding working with children • First aid training • A level 2 sports coaching qualification
Skills and experience	<ul style="list-style-type: none"> • Excellent communication skills • Experience of playing a variety of sports • Good interpersonal and communication skills • Strong organisational skills • An enthusiastic and positive attitude towards the delivery of sports sessions • The ability to inspire and motivate pupils • Perseverance and patience • The ability to encourage people and put them at ease • Good level of physical fitness 	<ul style="list-style-type: none"> • Previous experience in a school setting • Experience of analysing performance • Previous experience working with children • Good behaviour management skills • Experience supporting school or community productions, including basic knowledge of stage lighting, technical setup, and backstage operations to ensure events run smoothly
Knowledge	<ul style="list-style-type: none"> • Strong knowledge of a variety of sports • Good understanding of injuries and treatments 	<ul style="list-style-type: none"> • Knowledge and understanding of school procedures • Up-to-date knowledge about developments in Education • Awareness of local safeguarding arrangements
Personal traits	<ul style="list-style-type: none"> • Quick to adapt and take on new initiatives • Comfortable and confident enough to talk to pupils about their performance • Personable and approachable • Eager to uphold the school's ethos • Committed to equal opportunities and empowering others • Able to maintain a good working relationship with others • Passionate in finding ways to help pupils to enjoy sports • A willingness to participate in training and development • An exemplary conduct and attendance record • A desire and commitment to contribute to the school community • The ability to recognise and identify problems. 	

CHARACTER VALUES



Resilience



Respect



Positivity



Integrity



Community Spirit



Curiosity