



**LIONS**  
PRIMARY ACADEMY



# RECRUITMENT PACK

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*Everybody working together to be the best they can be*

# Wellington Lions Primary Academy

**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 (Northeast Quadrant), Tidworth and caters for 200 pupils from Reception through to Year 6. 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. 'Everybody working together to be the best they can be' is at the heart of everything we do, alongside our dedicated staff who are passionate about providing our children with enriching and exciting experiences. We actively encourage our pupils to show perseverance, respect, independence and to be daring and believe that this supports them on their journey to becoming life-long learners.

We support our children to grow into positive, well-rounded citizens and work alongside them to encourage our school values of PRIDE, Perseverance, Respect, Independence, Daring and Everyone working together to be the best they can be. By instilling these values, we give children the chance to shine and be proud of all that they achieve, both academically and personally.

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## Dear Applicant

Thank you for your interest in Ascend Learning Trust. We are a community that lives by our core motto “Together we Belong, Believe, Become.” Across our family of schools, this is underpinned by our shared values of Compassion, Aspiration, Respect, Dedication and Integrity. These values guide everything we do and reflect our unwavering belief in the potential of every child and young person within our care. As a Trust, we strive to provide our pupils with an exceptionally high standard of education and pastoral support, ensuring they leave our schools with the strongest possible foundations for their future. Our schools work collaboratively, supporting and strengthening one another, while celebrating each school’s unique identity and community.

As a parent of three children across primary, secondary and apprenticeship pathways, I understand first-hand the profound impact that education and school leadership has on young people’s lives. It is a genuine privilege to lead Ascend Learning Trust and to work alongside dedicated leaders and staff who are deeply committed to ensuring that every child receives the very best education possible.

We are seeking a Headteacher who shares our values, has a clear moral purpose, and is passionate about leading a school community with ambition, integrity and compassion. This role offers the opportunity to work closely with Trust colleagues, benefiting from collective support while exercising strong, visible leadership within the school. We are committed to developing leaders, supporting professional growth, and creating environments in which both pupils and staff can thrive.

This application pack provides details of the Headteacher role, including the key responsibilities, and outlines the essential skills, experience, qualifications, knowledge and personal qualities required. Please ensure that your application demonstrates clearly how you meet the criteria set out, as this evidence will form the basis of our shortlisting decisions.

We hope this pack gives you a clear sense of our Trust, our values, and our ambition for the future. Thank you for considering a leadership role within Ascend Learning Trust.

### References:

Please give details of the name and address of your current Headteacher, CEO or Chair or Governors.

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.



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## Job Description

### Main purpose:

- Ensure that the school embodies the Vision, Values and Aims of Ascend Learning Trust
- Establish and sustain the school's ethos and strategic direction together with the governing board and through consultation with the school community.
- Establish and oversee systems, processes, and policies so the school can operate effectively.
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Make sure these school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives.
- Allocate financial resources appropriately, efficiently, and effectively.

### Qualities:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour, and professional conduct.
- Build positive and respectful relationships across the school community.
- Serve in the best interests of the school's pupil.

### Duties and responsibilities:

#### School culture and behaviour:

- Create a culture where pupils experience a positive and enriching school life.
- Uphold educational standards to prepare pupils from all backgrounds for their next phase of education and life.
- Ensure a culture of staff professionalism.

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- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

### **Teaching, curriculum, and assessment:**

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence from a rigorous Quality Assurance programme.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured, and coherent curriculum.
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities.
- Use valid, reliable, and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Ensure the use of evidence-informed approaches to secure strong foundational skills and knowledge across the curriculum.
- Hold Termly Pupil Progress meetings with all class teachers to secure strong outcomes for all pupils.

### **Managing the school:**

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff well with due attention to workload.
- Ensure rigorous approaches to identifying, managing, and mitigating risk.
- Work closely and collaboratively with the Ascend Learning Trust Central Team and Academies following policy and procedures

- Ensure all staff have meaningful Performance Development Conversations as part of the Trusts coaching and development culture.

**Professional development:**

- Ensure staff have access to appropriate, high standard professional development opportunities which have been identified through the School Improvement Plan and the Performance Management process.
- Keep up to date with developments in education.
- Seek training and continuing professional development to meet needs.
- Add any other duties relevant to your school.

All Headteachers must work in line with the Headteacher Standards, this organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

## Person Specification

### Knowledge & Experience

#### Essential

- Qualified teacher status and degree qualification
- Evidence of further training in school leadership
- Headteacher/Deputy Head or equivalent Senior Leadership role
- Track record of managing and delivering plans to achieve and sustain school improvement.
- Ability to use rigorous data analysis and tracking to raise pupil attainment and progress · Have an excellent understanding of the primary curriculum.
- Ability to use, analyse and monitor pupil assessment data to identify needs and trends to promote an appropriate level of challenge.
- Broad and current understanding of safeguarding protocols and procedures
- Ability to create a shared, inclusive vision and strategic plan in partnership with school Governors, Trustees, and other stakeholders.
- A strong, decisive leader with drive and enthusiasm who listens to and values the opinions of others.
- Ability to lead school improvement, inspiring confidence, and enthusiasm in others.
- Able to lead teams demonstrating a range of leadership styles appropriate to the task and securing successful working relationships.
- Strong organisational and management skills, including prioritisation, delegation, and time management.
- Commitment to continuing professional development for self and others, identifying appropriate training and development opportunities.

- Ability to manage and effectively allocate staff and resources in line with strategic priorities and budgets, using sound financial management, planning, budget monitoring and principles of best value.
- Ability to tackle robustly underperformance in staff, working with individuals and leaders to develop strategies to deliver improvements.
- Ability to use IT as a management tool and a resource for learning.
- Excellent communication and strong interpersonal skills, able to build trust and positive working relationships.
- Able to build positive rapport with children.
- Ability to interact, engage and work positively with all stakeholders in the school. Community
- Caring and supportive of staff.
- Actively promote inclusion and positive behaviour management.
- Demonstrate strong attention to detail and problem solving.
- Able to work under pressure and remain calm in difficult circumstances.

### **Desirable**

- NPQH Qualification
- Recent experience of working in an environment with an Ofsted judgment of good or outstanding

# 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.

Together we **Belong, Believe, Become**





# HOW TO APPLY

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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:**

**Wellington Lions Primary Academy MyNewTerm**

