



ASHLYNS SCHOOL



*Integrity: respect honesty
courage justice
Inclusivity: kindness service empathy
gratitude
Independence: resilience determination
self-discipline*



Welcome from the Headteacher, James Shapland

Ashlyns is a popular, high achieving and oversubscribed school with nearly 1600 students including a growing and successful Sixth Form.

It is our aim that work and study should be joyful; the staff and students at Ashlyns create the atmosphere for this to happen. There is a palpable sense of community, professionalism and a culture of high expectations, all of which are underpinned by ethical leadership and our school values.

We are a thriving school with a rich heritage. Originally established for the most vulnerable in society, our focus on helping all students to be the very best versions of themselves is central to all we do.

Opportunities to work as a member of the leadership team at Ashlyns do not come up often. I hope the information here, and on our website, will give you an insight into our school including the excellent support and opportunities on offer for our students and staff. We are seeking candidates keen to contribute to a forward-thinking, hard-working school community. If you can offer exciting learning opportunities and exceptional pastoral care for our students, we would like to hear from you.

We welcome applications from both experienced senior leaders and those new to post. Visits are encouraged from prospective candidates prior to application. We look forward to hearing from you and welcoming you to Ashlyns.

Welcome to the LRC

Inclusivity

A cultural hub where everyone is welcome

Integrity

Our love of reading feeds our curiosity and

Independence

We learn with creativity and self-reflection

Staff Benefits

Our school is a well resourced, exciting environment, with systems which provide flexibility and a truly collaborative culture. As well as joining an experienced and close-knit team, there are other benefits that come with working at Ashlyns:

Wellbeing

- [Staff Wellbeing Commitment and Offer](#)

CPD for Senior Leaders

- Annual Staff Conference
- Commitment to high quality external and internal CPD
- Opportunity to shape and deliver CPD for others
- Opportunity to access leadership coaching

Financial

- London Fringe Allowance payscale
- Paid lunch duty available plus lunch allowance
- Herts Reward Scheme (savings at supermarkets, on leisure activities)
- Cycle to work scheme

Family

- Children of Staff Admission Rule

Support

- A talented team of support staff who provide expert support (including Administrators, Teaching Assistants, Premises Staff, Mentors and Technicians)



An Exceptional Place to Work

- 100% of Teaching Staff are proud to work at Ashlyns School (recent staff survey)
- Annual Staff Conference and regular programme of leadership opportunities (for teaching and support staff)
- Strong leadership at all levels: supportive and ambitious Board of Governors
- Coaching programme and active Staff Wellbeing Team
- Staff membership of “Tooled Up Education” with resources, covering areas such as aspiration, resilience, mental health and behaviour
- Thriving Student Leadership and Ambassador Programme
- Superb extra curricular opportunities including World Challenge, Duke of Edinburgh, music productions and trips abroad
- A magnificent 40+ acre site blending Georgian style buildings with modern development
- High performing comprehensive education in an LA maintained Foundation School (for example 90% students achieved grades 9 – 4 in English, 88% students achieved grades 9 – 4 in Mathematics and approximately half of the students in our large Sixth Form go on to study at Russell Group universities).



School Values and Character Education

We have a commitment to character education and we put our values of Integrity, Inclusivity and Independence at the heart of all we do.

Integrity: we act with respect, honesty, courage and justice

Inclusivity: we play our part in the social contract with kindness, service, empathy and gratitude

Independence: we strive to meet our potential with resilience, determination, self reflection and self discipline

All members of the Ashlyns community are expected to demonstrate these values and play their part in fostering a positive and enriching environment. We look forward to welcoming staff members who will exemplify these values and who serve as genuine role models for our students.





"The best thing About Ashlyns so far is being a Learning Ambassador and being able to teach younger children. It's been great for my confidence."

YEAR 7 STUDENT

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What Our Staff Say



Luke Roberts, Assistant Headteacher: I joined Ashlyns in 2022 as AHT and enjoy working as part of a supportive and dynamic leadership team. I oversee our extensive Raising Achievement Programme and lead on Character Education and CEIAG. Working with our Learning Ambassadors and Prefects is a highlight of my role - our students' engagement and enthusiasm make Ashlyns a school that I am immensely proud to be a part of.



Dhrooti Mills, Lettings & Events Officer: Our beautiful school lends itself to a huge variety of community and corporate events. Students have access to premium facilities, and we are able to share these in the evenings, weekends and holidays. Additionally, our Chapel, Hall and Dining Rooms make for a very special wedding venue, and our striking buildings and grounds are often the backdrop for productions and film crews.



Liam Chan, Teacher of Music and Head of PSHE: Having attended Ashlyns School as a student, it was a privilege to return as a Teaching Assistant and subsequently for teacher training. I have received superb support and I work in inspiring faculties. I love our students' enthusiasm for all extracurricular activities on offer and I am particularly involved in our thriving Orchestra, Choir, House Events and Equality group.



Rebecca Lambert, LRC Manager and Careers Support: I oversee our Learning Resource Centre which is a hub for extra curricular clubs and where we foster a love of reading. This is delivered via a programme of literary events, workshops and LRC lessons. I organise an array of House Events, including our ever-popular Book Bake Off, as well as competitions, author visits and trips. I provide support to our Careers Education programme, overseeing the Careers Hub and student work experience.



The school has an ambitious curriculum for all pupils.

OFSTED REPORT, 2023

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Living in the Area

Ashlyns School is located on the edge of the historic market town of Berkhamsted in south west Hertfordshire, recently named 'The Sunday Times best place to live in the south east of England'. Berkhamsted is surrounded by Chiltern countryside, is within easy reach of London (30 minutes to Euston by rail) and has great transport links with M25, M1 and A41.

We have lovely staff accommodation for colleagues moving to the area, subject to availability, in our on-site lodges.

Berkhamsted is easily commutable from many nearby towns including Aylesbury, Hemel Hempstead, Luton, St Albans and Watford.





In the Sixth Form, students reach extraordinary levels of learning and achievement that enable them to take very impressive next steps in education or employment. They approach their studies with unwavering focus on high-quality learning and achievement, whether in lessons, study periods or at home.

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