



ASHLYNS SCHOOL

Working at Ashlyns School
Information for Applicants



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Welcome from the Headteacher, James Shapland



Ashlyns is a popular and oversubscribed school with in excess of 1500 students including a growing and successful Sixth Form. The school was rated 'Good' by Ofsted in October 2023, with an 'Outstanding' Sixth Form.

It's our aim that work and study should be joyful; the staff and students at Ashlyns help to 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.

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.

I hope the information here and on our website will give you an insight into our school – the high aspirations, excellent support and opportunities for our students and staff, the scope of the role and the kind of person we are looking for.

If you want to provide outstanding learning opportunities and exceptional pastoral care for students within a forward-thinking, hard-working school community, we would like to hear from you. We welcome visits from prospective candidates prior to application. We look forward to hearing from you and welcoming you to our school.

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. Our systems 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:

Health

- Free use of on-site gym with weekly staff fitness sessions
- Wellbeing (free access to mental health support, physiotherapy etc.)
- Free annual flu jab
- Dedicated and active Staff
- Wellbeing/Social Team (with leadership focus on teacher workload)
- Excellent staff facilities (ample on-site parking, large staff room, departmental offices)
- Staff Occasional Day (school usually schedules this annually)

Financial

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

Family

- Children of Staff Admission Rule

Support

- A talented team of support staff who provide expert, whole school 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 and of what the school does (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, including Equality, Environment and Extra Curricular
- Superb extra curricular opportunities including World Challenge, Duke of Edinburgh, music productions and trips abroad (Skiing, MFL, PE, History, Geography and Music)
- A magnificent 40 acre site blending impressive Georgian style buildings with modern development
- KS4: 86% students achieved grades 9 – 4 in English (national 64%) (2024)
- KS4: 81% students achieved grades 9 – 4 in Maths (national 60%) (2024)
- KS5: 94% of applicants secured a place at their first or second choice University (37% Russell Group)



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Character Education at Ashlyns School

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 for everyone. We look forward to welcoming staff members who will exemplify these values in their and 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



Rebecca Kinston, Deputy Headteacher: I became a Deputy Headteacher in 2021, having previously been an Assistant Headteacher and a Head of Faculty. I very much enjoy working as part of an extremely supportive and dynamic leadership team. The engagement and enthusiasm of our students and passion and commitment of our staff make it a school that I am immensely proud to be part of.



Dhrooti Mills, Lettings & Events Officer: Our beautiful school lends itself to a huge variety of community and corporate events. Our students have access to premium sports facilities for their lessons, clubs and fixtures, and we are able to share these with the community 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, tv and film crews. It's a privilege to coordinate these exciting opportunities.



Liam Chan, Teacher of Music and English: 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 and Equality group.



Rebecca Lambert, LRC Manager and Careers Support: I oversee our Learning Resource Centre which is a popular hub for extra curricular clubs and where we foster a lifelong love of reading. This is delivered via a full programme of literary themed events, workshops and LRC lessons. I organise an array of House Events, including our ever popular annual Book Bake Off, as well as regular competitions, author visits and trips. The LRC is also the home of the student and staff book clubs. I also provide operational and strategic support to our Careers Education programme, overseeing the Careers Hub and student workshops/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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