

TIBSHELF COMMUNITY SCHOOL



RECRUITMENT PACK

OUR GUIDE FOR
PROSPECTIVE EMPLOYEES

"AIM HIGH"



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

Contents

Information about the school

School Improvement Plan

Staff Wellbeing

The Application Process

Job Profile

Person Profile

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 Bev Wright 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 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:	Sunday 21st June 2026
Proposed interview:	Week commencing 22 nd June 2026
Start Date:	4 th September 2026

Please apply using this link <https://mynewterm.com/jobs/112949/EDV-2026-TCS-91216>

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.

Job Profile

Post:	Science Technician
Pay Grade:	Grade 6
Responsible to:	Director of Science

Job Summary:	To work with the Director of Science to ensure the smooth and efficient running of the Science department. Provide first aid support for the faculty. Work flexibly to suit the needs of the department Core hours are 8:00am until 4:00pm Mon – Thurs and 8:00am until 3:30pm on Fridays
---------------------	--

Main duties and responsibilities:

Co-ordinate the use of practical resources and facilities and to advise and assist in meeting the practical needs of the science curriculum, including liaising with teaching staff and support staff outside the department.

- Preparation of practical resources, including making solutions and assembling apparatus.
- Obtaining materials by local purchase.
- Giving technical advice to teachers, technicians, and students.
- Carrying out risk assessments for technician activities and experiments.
- Assisting in practical classes when necessary.

Implementation and dissemination of all appropriate H&S legislation and guidance with respect to science education, including C.O.S.H.H.

Ensure the maintenance of a healthy & safe working environment through:

- Actively contributing to the assessment, monitoring and review of both health & safety procedures and information resources.
- Keeping up to date with current procedures and practices through continuing professional development.
- The provision of technical advice and support on health & safety issues to teaching and trainee technical staff.
- The safe treatment & disposal of used materials including hazardous substances and responding to actual or potential hazards.
- The healthy & safe storage and accessibility of equipment and materials.
- Providing first aid to students and staff in the department as required.

Ensure the availability of suitable materials and equipment, helping to compile orders and liaising or negotiating with suppliers and finance departments. This will include sourcing, costing and suggesting economic alternatives to maintain stock levels, and keeping up-to-date stock records.

- Checking stock, ordering.
- Keeping stock records.
- Maintaining resources.
- To place orders as necessary.

Ensure that both routine and non-routine checking, cleaning, maintenance, calibration, testing, and repairing of equipment are carried out to the required standard. These tasks apply to both the preparation room and the teaching

rooms.

- Collecting, checking and returning equipment to stores.
- General laboratory cleaning of bench surfaces, sinks, and fixed equipment.
- Cleaning, repairing, and PAT testing equipment.
- Maintaining a digital inventory of equipment, apparatus and chemicals.

Carry out minor repairs to equipment where possible, or to arrange for repairs if necessary. Monitoring and ensuring that teaching rooms are in good order and stocked with functioning equipment and appropriate stationery and provide a safe working environment for teachers and students.

Carry out administrative duties for the Science department including photocopying, filing, and retrieval of paper resources.

Contribute to the Science Department's preparation and presentation at Open Evening events.

Attend Science faculty meetings as and when required.

Report health and safety concerns and potential hazards in a timely manner, and to assist and advise teachers in filling out incident reports.

Care for the plants in the Science Faculty.

Attend training relevant to the post held as the need or opportunity arises.

Make use of available administrative and technical support to ensure an effective use of available time.

Provide feedback to the Director of Faculty where necessary and as requested.

Carry out all duties in a safe manner and in line with current school policies and procedures.

Perform, in accordance with any directions and duties which may reasonably be given to you by the Headteacher from time to time, including supporting exam access arrangements in external exams for Science, Maths, and Technology.

Comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person.

NOTES:

- The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Director of Faculty or the Senior Management Team.

Person Profile

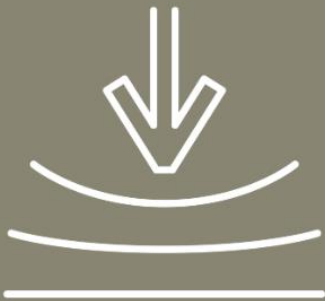
E= essential D = desirable

<ul style="list-style-type: none"> • Excellent interpersonal and communication skills and an ability to work collaboratively with staff and students 	E
<ul style="list-style-type: none"> • Able to communicate clearly, concisely and logically both verbally and in writing 	E
<ul style="list-style-type: none"> • Able to demonstrate experience with a team • Evidence of the ability to manage and direct others in their work • Able to demonstrate effective leadership and an inclusive management approach 	E D D
<ul style="list-style-type: none"> • A 'Can-do' approach to the role • Ability to work independently 	E E
<ul style="list-style-type: none"> • Excellent organisation and time management skills 	E
<ul style="list-style-type: none"> • Experience of working in an educational environment is desirable but experience as a Science Technician is preferable 	D
<ul style="list-style-type: none"> • A commitment to and evidence of achieving high standards 	E
<ul style="list-style-type: none"> • The ability to build productive relationships with colleagues and students 	E
<ul style="list-style-type: none"> • Enthusiasm, hard work, integrity, flexibility, and resilience 	E
<ul style="list-style-type: none"> • An understanding of and commitment to equal opportunities in its widest sense and a commitment to inclusive education 	E
<ul style="list-style-type: none"> • The ability to form and maintain appropriate relationships and personal boundaries with children and young people 	E
<ul style="list-style-type: none"> • Motivation to work with children and young people 	E
<ul style="list-style-type: none"> • Emotional resilience in working with young people 	E
<ul style="list-style-type: none"> • Any relevant Level 3 qualification 	E
<ul style="list-style-type: none"> • First aid qualification or experience 	D
<ul style="list-style-type: none"> • At least grade C or equivalent in Maths, English, and Science 	E



TIBSHELF COMMUNITY SCHOOL

CHARACTER VALUES



Resilience



Respect



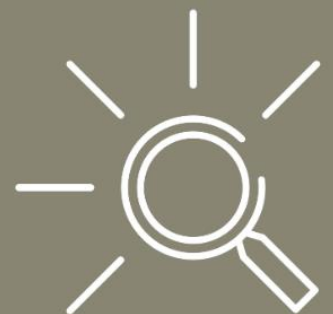
Positivity



Integrity



Community Spirit



Curiosity