



# Ash Manor School

Information Pack

## SENDCO





Dear Colleague,

Thank you for your interest in joining Ash Manor School. I am incredibly proud to be the Headteacher of this vibrant, ambitious and supportive community, and I am delighted that you are considering bringing your expertise and professional experience to our team. At Ash Manor, we are driven by an unshakeable belief that every child deserves the best education and every opportunity to fulfil their aspirations for the future. It is a privilege to lead a school where this commitment is shared so deeply across the staff body.

Our work is grounded in our core values, which shape the way we teach, collaborate and support both students and colleagues:

- **Community** – working together and supporting each other so that nobody is left behind
- **Excellence** – recognising talent and always doing our best
- **Resilience** – persevering with a positive attitude and learning from setbacks
- **Respect** – valuing our differences and treating one another with courtesy and consideration
- **Integrity** – doing what is right, even when it is not visible

These values are central to our professional culture. As a member of staff at Ash Manor, you will join a team that is committed to ensuring all students make strong progress, are challenged to exceed their own expectations, and are supported to achieve their goals across the full ability range. Our staff work collaboratively, reflectively and with a shared ambition for continual improvement.

Beyond the classroom, we offer a rich programme of extra-curricular opportunities, including clubs, workshops, talks from visiting experts, educational visits and residential trips. These experiences are valued highly by our students and play an important role in broadening their learning, personal development and engagement with the wider world.

Ash Manor School continues to be a very special place to work. Our culture is warm, forward-looking and professional, and we are proud of the positive impact our staff have on the lives of young people every day. We are also proud of how we are evolving as a school, and we welcome colleagues who are enthusiastic about contributing to that ongoing growth.

Thank you once again for your interest in joining us. I hope this welcome pack provides a clear sense of who we are, what we value and the professional environment you could become part of. We look forward to learning more about you and the strengths you may bring to our community.

Yours sincerely,

**A. Bailey**

Headteacher

Ash Manor School





## Why Work at Ash Manor School

### What We Offer Our Staff

At Ash Manor School, we are committed to creating a supportive, rewarding and professionally fulfilling environment where talented staff can thrive. Colleagues who join us become part of a positive, forward-thinking community that values wellbeing, professional autonomy and high-quality teaching. Here is what you can look forward to as part of our team:

### Professional Growth & Development

- **Flexible working within the school day**, including the option to use non-contact time at the start or end of the day, supporting a healthy work–life balance.
- **A fair and developmental appraisal system** based on the Teacher Standards rather than data targets, keeping the focus on teaching and professional growth.
- **A well-established coaching programme** grounded in research-informed practice to support reflective and effective teaching.
- **Generous professional development opportunities**, including NPQs, Master’s level study and secondments.
- **A comprehensive CPD programme** with flexible and optional elements, giving you autonomy over your development.
- **An Aspiring Leaders Programme and opportunities to develop within SLT**, supporting career progression.
- **A dedicated buddy for new staff**, ensuring a warm and supported introduction to the school.

### A Positive, Supportive Working Environment

- **A collaborative staff culture** where teamwork, openness and shared practice are genuinely valued.
- **An active wellbeing team** who organise regular social events and promote staff wellbeing.
- **Meetings scheduled on the same afternoon each week**, providing consistency and predictable workload planning.
- **Administrative, IT and data management support**, enabling you to focus on teaching.
- **Part-time working supported** where possible.
- **No expectation to respond to emails outside working hours**, with email systems switched off during school holidays.
- **No requirement for formal lesson plans or ‘must-have’ checklists**, supporting professional trust.





## A Sensible and Manageable Workload

- **No formal lesson observations** and a culture that supports developmental rather than performative practice.
- **No requirement to write reports** or run revision sessions unless you choose to.
- **No invigilation of internal exams**, freeing teachers to focus on teaching.
- **Study leave in place for students during some internal examinations**, reducing timetable pressure.
- **A centralised behaviour system**, with most staff supervising only two or three detentions per term.
- **Excellent behaviour routines** across the school.
- **Cover supervisors, supply staff and SLT handle the majority of cover**, meaning teachers rarely cover lessons.
- **1265 directed time is not filled**, supporting a good work-life balance and allowing time to be focussed on planning high-quality lessons.

## Facilities, Resources & On-Site Benefits

- **A newly opened Art and Design block (2024), and new food room and fitness suite (2025)** with further site developments including a **new maths/food block (2026)**.
- **Free access to the staff fitness suite** before and after school.
- **Free eye tests and discounted glasses** for staff.
- **Food provided on INSET days and parents' evenings.**
- **Free access to Office 365 at home.**
- **All classrooms equipped** with mini-whiteboards and a visualiser.
- **Convenient parking** with on-site electric vehicle charging.

## Work-Life Balance & Flexible Delivery

- **Online parents' evenings** that can be carried out from home.
- **A supportive approach to flexible working** where possible.
- **No requirement to produce revision sessions or additional extras**, unless desired.





# Welcome to the SEND Department



Dear Colleague

Welcome to the SEND Department at Ash Manor School.

Our vision for Special Educational Needs and Disability (SEND) is to provide the right level of support, at the right time, so that every individual student can succeed. We maintain high expectations for all students, regardless of their needs, and are committed to helping each young person achieve their full potential.

We strive to remove barriers to learning by equipping students with personalised strategies that enable them to aspire and achieve. As part of our inclusive approach, students with SEND follow a full and ambitious curriculum throughout their 5-year journey at Ash Manor School.

We believe that the foundation of strong progress lies in high-quality, inclusive teaching in the classroom. Our Progress Coaches work closely with students, teachers, parents, and external agencies to ensure that all learners can fully access their education and develop both academically and socially. Where appropriate, additional support and targeted interventions are provided through our dedicated SEND Hub.

We would love you to apply and be part of our team!

Yours sincerely

Agnes Bailey, Headteacher

