

New staff welcome and support

Recruiting, appointing and retaining staff of the highest quality is fundamental to the ethos and success of the school. Our annual Investors in People Report is independent, external evidence of what it feels like to be a member of staff at this school, and summaries of the last 3 reports are available on the website as a separate document. We look forward to meeting you, and giving you the opportunity to experiencing the school first-hand.

All new staff

- Individual Planned programme of contact during period between appointment and commencement of post including social events to meet other staff
- Personal point of contact with Head and Assistant Head responsible for new staff
- Induction meeting for all new staff and welcome pack with lunch to meet other new staff
- Staff handbook; laptop computer; programme of meetings through year
- Housing - because The Ashcombe is adjacent to Dorking mainline station (trains to Waterloo and Victoria, and Horsham) and Dorking Deepdene (Guildford to Reigate/Redhill), it is very convenient for staff to live some distance from Dorking e.g. S.W. London and travel in

NQTs

- Salary backdated to 1 August
- Full participation in Surrey scheme for NQTs (programme of support and development using the Professional Development Portfolio (PDP) alongside assessment of performance)
- Individual mentor (with allocated time) in addition to Departmental mentor; Courses for NQTs
- Reduced teaching time

As well as the very strong support for all staff and the sense of teamwork and collaboration, the IIP Reports cite the many opportunities for career development at the school. On the next page are four examples of staff who began their teaching careers at The Ashcombe.

Teach, Develop, Lead

I completed my PGCE at Bristol University and began teaching in 2012. I've been at my first school ever since

In 2013 I was made an Assistant Coordinator for DofE

In Sept 2016, I gained a post in Vietnam.....



My first department responsibility was as KS3 co-ordinator for English

Sian

In 2014 I organised and led an international trip to Uganda, a wonderful experience

Last year, I became 2ic within the English department

A member of South East Surrey Schools Partnership for staff development

<http://www.teachdeveloplead.co.uk/>



I started teaching History at The Ashcombe in 2009

Since 2011 I have been an Assistant Head of Year and Head of House

I'm now Assistant Head & Head of Sixth Form



Ben

I have been responsible for the school's Virtual Learning Environment, and Asst Coordinator for DofE

I've led trips to the Battlefields, Berlin, Isle of Wight and Uganda

In 2013 I became Head of History and Politics and also from 2015 RS, Sociology and Psychology

I started teaching Geography at The Ashcombe in 2009

I have been on many field trips including Slapton Sands and Iceland



Ben

In 2011, I took on responsibilities in Geography and KS3 ICT

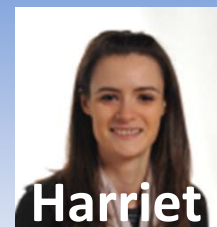
In Apr 2016, I became Acting Head of Year 9, and have continued through with the Year group

In 2012 I became Joint Head of Geography, and in 2013 also became Assistant Head of Year 11

I started teaching in 2011 and have taught music for 6 years at The Ashcombe since starting here as an NQT

In 2012 I took on responsibilities for KS3 SoW and assessment.

In January 2016 I also became Acting Head of Drama, and this year I have taken on some Acting Senior Team responsibilities



Harriet

I also led several extracurricular groups, was Musical Director for the school production, ran multiple trips and instigated new concerts

In 2014 I became Head of Music and also took on a whole-school responsibility for extra-curricular activities.

During my third year of teaching I took on an additional responsibility as Assistant Head of Year 9

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