



WORKING AT ASHFORD SCHOOL

Work With Us

ESSE QUAM VIDERI



ASHFORD SCHOOL
Inspiring Minds

I am delighted to introduce you to Ashford School, where every member of our community – adult or child – is valued as an individual and contributes to an inspiring, unique, vibrant and inclusive learning environment with happiness at its heart.

Working at Ashford School

“...the School has progressed and refined its educational philosophy and today focuses on providing a truly supportive environment with academic rigour at the heart of all our teaching and learning approaches.”



With our reputation for high-quality, innovative education, it may be a surprise to learn that Ashford School was founded well over a century ago, in 1898.

In that time the School has progressed and refined its educational philosophy and today focuses on providing a truly supportive environment with academic rigour at the heart of all our teaching and learning approaches.

This is thanks entirely to the expertise and commitment of our excellent staff, both teaching and non-teaching. We currently employ around 390 people who work together to ensure that Ashford is a happy, positive learning environment that continually evolves in order to prepare our students for the careers and challenges of a future that in many ways we cannot yet envisage.

Our staff have a diverse range of experiences to contribute – many of our teaching and non-teaching staff members have enjoyed successful first careers in other walks of life, while others are near the start of their school careers. Ashford is a school that values life experiences and actively seeks out those who are able to share talents and interests and bring richness to the education we offer. The results are evidenced by our students' academic success but also by the roundness of their characters and their appetite for personal growth, knowledge and adventure.

I hope this publication gives you an insight into what it is like to work with us at Ashford, but please do get in touch if you have any further questions.

I look forward to welcoming you to Ashford School.

Mr Ashley Currie
Headmaster of Ashford School

Ashford is:

- Independent
- Co-educational
- Day and boarding
- Children from 3 months to 18 years

Ashford belongs to:

- The Heads' Conference
- The Independent Association of Prep Schools (IAPS)
- The Boarding Schools' Association (BSA)
- The Independent Schools' Bursars Association (ISBA)

About Ashford

Ashford has all the benefits of being a school of individual character, coupled with the security and support offered by membership of the United Learning group of independent schools and academies. We are proud that the School is able to provide a seamless learning journey for children from 3 months to 18 years on a beautiful campus in the heart of Kent.



Our campuses



Ashford School, East Hill:

Our Senior School and Bridge Nursery make up Ashford School's beautiful 25-acre campus which is ideally situated in the centre of Ashford.

The Senior School occupies a site in a prominent position in the busy and growing commuter town of Ashford and is close to the international station. It has on-site playing fields, a floodlit AstroTurf pitch, tennis and netball courts, as well as a Sports Centre complete with gyms, fitness suite and an indoor swimming pool. The school's boarding houses are on campus. Further playing fields and sports facilities, including a second floodlit AstroTurf pitch, can be found on a 40-acre site adjacent to the Prep School. Both are well used by both Senior and Prep students.



Ashford School, Great Chart:

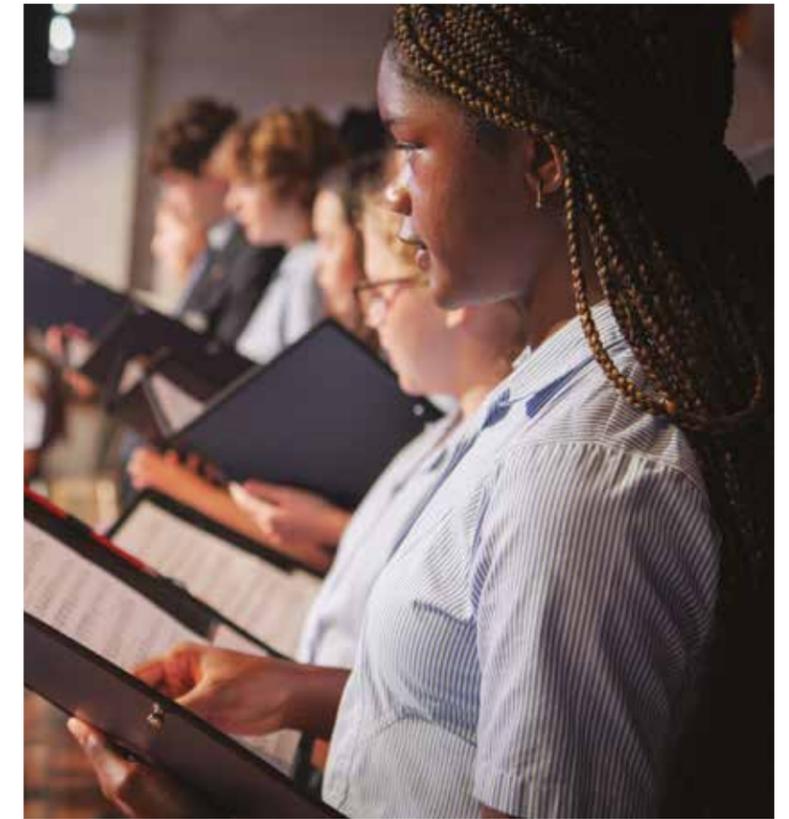
Ashford Prep School is situated in the beautiful village of Great Chart on the outskirts of Ashford. The site also comprises our Prep School Nursery and in 2018 our custom-designed Stables Nursery opened. The site includes beautiful playing fields, an indoor swimming pool, a flood-lit AstroTurf pitch, an indoor gym and a well-appointed Sports Pavilion.

The Early Years provision has its own dedicated and well-resourced accommodation and staff.



Our students

Currently, approximately 500 students attend the Senior School (aged 11 to 18), including around 100 boarders. It is expected that the number of Senior School students will increase over the next ten years and developments are being planned to allow for this growth. Around 500 students also currently attend the Prep School and Nurseries (aged 0-11).



Academic Success

Ashford has a proud tradition of academic success. Three-year average data from 2025 shows that 68% of A levels were at grades A*/B and 88% of GCSEs were at grades 5-9.

Students study up to 10 GCSEs including a modern foreign language and separate sciences (Biology, Chemistry and Physics). At A Level, students choose from more than 20 subjects that are most valued by leading universities. Students generally study 3 or 4 A Levels and may add other qualifications such as an EPQ. BTEC qualifications are offered in Sport.

Co-curricular Programme

Ashford's lively and diverse co-curricular programme presents students with a wide range of opportunities to develop their skills and talents. Sport, art, music and drama flourish, and regular visits are arranged to concerts, plays, exhibitions and other events in Canterbury and London. Overseas activities take place each year. The Duke of Edinburgh's Award Scheme and Combined Cadet Force are both popular at the School. The main sports are hockey, netball, tennis, cricket, soccer, rugby, swimming, biathlon and athletics. Provision of co-curricular and sporting activities is evolving and we welcome staff who wish to share their passions with others.



Key benefits of working with us at Ashford:

- Generous salary scales, with teachers' scale well above national pay scales
- Full employer's TPS contribution or more flexible and equally generous APTIS option
- Support staff pension contribution
- Health Cash Plan with Westfield Health
- Range of discounts including Perkbox
- GymFlex, Cycle to Work and Car Lease Schemes
- Fee discount for staff children
- Full induction
- Professional network of staff across United Learning, with common interests
- Professional development support, with significant funding
- All teachers are issued with a computer device
- Family-friendly policies
- Complimentary lunch in our Refectory every day (term time only)
- Free tea/coffee and biscuits
- Free access, at certain times, to our swimming pools, sports halls and gym
- Childcare available during INSET days at the start of each term
- Wellbeing team to support all staff, as well as access to a comprehensive employee support programme
- Security of being part of a large group of schools
- Warm and friendly people



Working at Ashford School is an opportunity to be part of an inspiring, vibrant, and inclusive community. We currently employ around 390 people who work together to maintain and develop the School.

Work with us at Ashford

Ashford School is committed to supporting its staff, both teaching and non-teaching, and being a part of United Learning allows us to offer excellent opportunities for professional development and progression.

Teaching resources

Teachers at Ashford enjoy a welcoming, comfortable and well-resourced environment and are provided with assistance from a range of support staff. All teachers act as form tutors and are expected to contribute to the co-curricular life of the School. Single person accommodation may be available in return for boarding duties. All teaching staff and pupils in Years 7-11 have their own computer device; in addition, all classrooms are equipped with interactive whiteboards.



Professional development

United Learning has more than 5,000 employees and the scope to provide first-rate professional development. Emphasis is placed on staff development and training, which is organised both on the school site and with other United Learning schools. All teachers are able to access the United Hub to share professional development and teaching resources.



Initial Teacher Education

Ashford School is committed to recruiting and training Early Career Teachers into the profession. Our teacher training support also includes salaried posts, partnerships with ITE providers to offer placements, opportunities for work experience and training days for trainees.



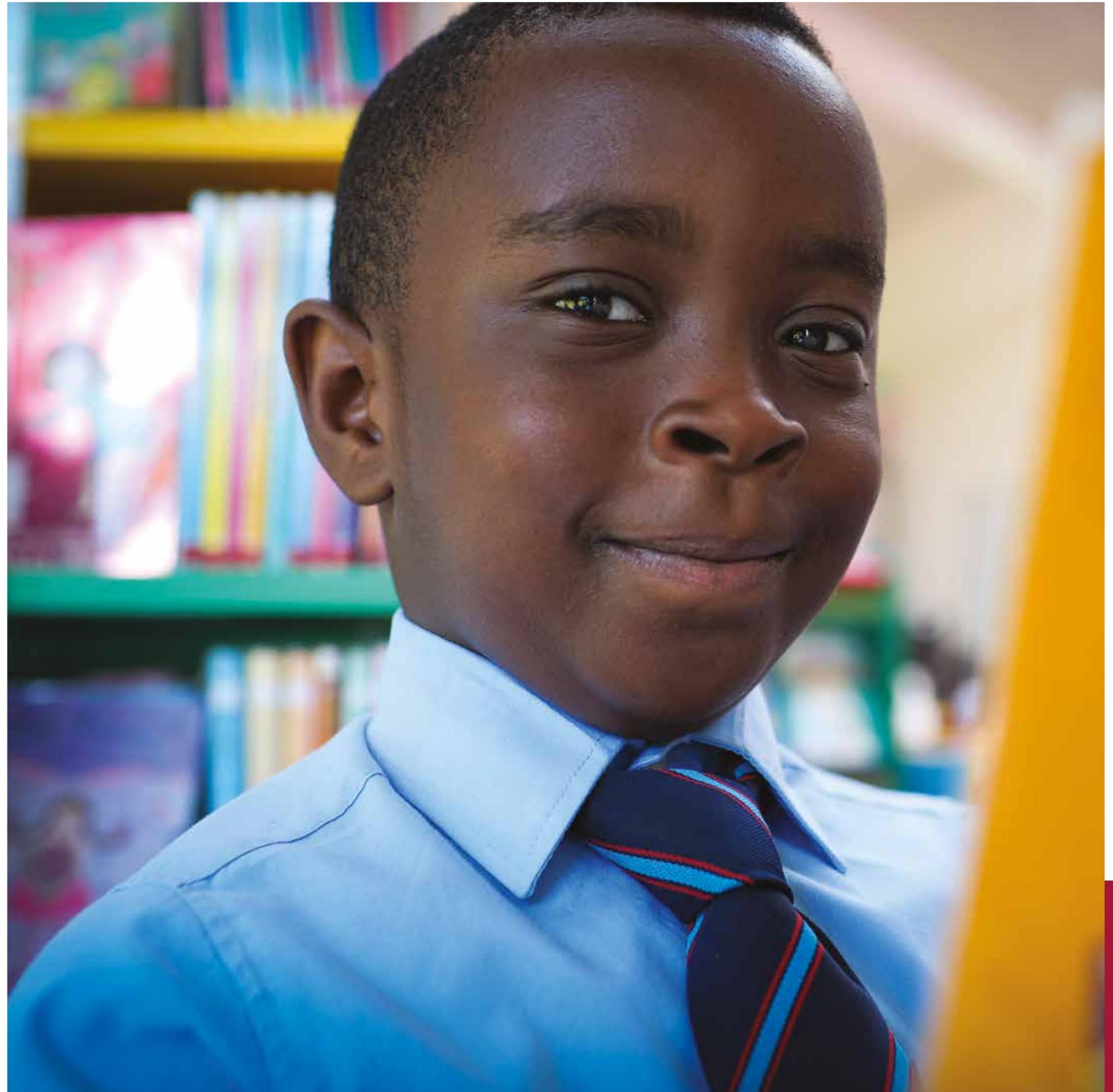
Support and Coaching

We provide full induction and support for all new members of staff. This includes a weekly training session during the first term of the year. We encourage our employees to further develop their skills and abilities and to follow independent study courses. There are ILM Level 5 qualified coaches in school to support staff in achieving their goals, optimising their potential and raising their performance. All coaches follow the Global Code of Ethics for coaching and mentoring.



“Pupils make good progress across the curriculum due to high-quality teaching and teachers who are nurturing, supportive, understanding, helpful and informative.”

Independent Schools Inspectorate, April 2024



Ashford is set in the middle of Kent, surrounded by the beautiful rolling countryside of the 'Garden of England', yet under 40 miles from London and 20 miles from the coast.

'The Garden of England'

“Teachers have high expectations of pupils in their work and behaviour and apply the behaviour policy consistently throughout the school. Consequently, behaviour in class and around the school is of a high standard, creating a calm and purposeful working environment.”

Independent Schools Inspectorate, April 2024

Country and coast

There is so much landscape to explore right on Ashford's doorstep. The Kent Downs Area of Outstanding Natural Beauty is truly breathtaking and ideal for a leisurely stroll or some wildlife photography, while the stunning Kent coastline has seaside resorts and rugged clifftop walks.



Local amenities

The Ashford Designer Outlet is situated locally, as well as the ancient city of Canterbury, which is only a short train or car journey away.

Travel and transport

Ashford is extremely well connected. London St Pancras can be reached by train in 37 minutes thanks to Ashford International station's position on the High Speed Line (HS1). The Eurotunnel is a 15-minute drive away, and the Port of Dover can be reached in 30 minutes.





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“Through our ethos of Academic Rigour and Optimising Potential, pupils learn to develop the confidence to brave new experiences, to learn from mistakes and to take measured risks, with our full support every step of the way.”

”

Adam

Head of Boys' Boarding, PE Teacher

After playing county cricket professionally at Sussex for four years, an injury forced me to retire, and I got a temporary, zero-hours job as Cricket Pro at an independent school in Brighton. That was fun but didn't offer me any stability. Pandemic lockdowns forced me to take an office job but after just a couple of months I realised that working in an office wasn't for me and I started to think about what I really enjoyed doing. I loved coaching cricket, but I also needed the stability of full-time employment. That is when the idea of teaching came into my mind, and I started searching for teacher training courses at a 'cricket school'. Ashford School immediately stood out as the number one choice; it had the additional advantage of being quite close to where

I was living at the time. What started as a simple Google search led me very quickly to signing up for the United Teaching training programme.

The whole process went very smoothly, despite it happening during COVID lockdowns. I had a series of interviews with United Teaching and then with Ashford School and I was accepted as a United Teaching trainee. I arrived at the School in September 2021 and within two weeks I taught my first lesson and from that point I was teaching more and more. Learning by doing works best for me so it was ideal. I live by the mantra of 'have a reason to smile every single day'. After the office job I promised myself that I would smile every day. This happens at school. Nine out of ten times it is the children that make me laugh; colleagues are all great and make working here a pleasure.

In the last four years I have been appointed Head of Boys' Boarding. This has opened my eyes to a whole new world. Now I am a part of the School's family, it is very hard to imagine ever being out of it.



Edward

Head of UCAS and Higher Education, English Teacher

I have taught English at Ashford School twice. Let me explain what that means. I first joined the School through United Learning's School Direct programme (now called United Teaching) and did four years in the classroom, then I left teaching for a few years and did a PhD in Stand Up Comedy at the University of Kent, before returning to teach at Ashford School a couple of years ago.

I studied English Language and Literature at Oxford University and, after graduation, I worked as a book editor for 10 years in London. I did an MA in Theatre at the University of York and then returned to the world of book editing. However, by this time I felt tired of my desk job and fed up with offices. I needed something that felt more people oriented.

I had teaching in the back of my mind and after a particularly bad week at the editing, I did a Google search for teacher training and found the School Direct website. From there I was enrolled with United Learning's teacher training programme and found myself doing an assessment day at a UL academy in Paddington. A teacher from Ashford saw me doing the interview lesson and suggested that I would be a good match for the school here. My first impression of the School and the town was of warmth, fun and positivity.

I love it here and came back a second time, which is a strong testament to how I feel about the place. The children are friendly and enthusiastic and respond positively to teachers who show an interest in them and their learning. It is an enjoyable place to work. Children are happy to be here and that makes a big difference to teaching.



I run the A Mag student magazine once a year, drawing on my editorial experience, and I enjoy working with Sixth Formers too.

The Head of English is fantastic and really supportive. Coming back to teach here after my PhD was smooth and easy.

I have a new role – Head of UCAS and Higher Education. I look forward to helping people move on to the next chapter of their lives.

Irene

Head of Year, Head of Physics

I joined Ashford School in 2005, and since then I have enjoyed a range of interesting opportunities. Initially I applied to the School thanks to its strong tradition of success in the Sciences; Ashford School was the first UK school to send an experiment into space, for example. The Science department is very well resourced; it is a privilege to work with such outstanding and supportive colleagues. Our students are a delight to teach: they are positive, supportive of each other, engaged and engaging.

As teachers we are trusted to be adventurous in our teaching and have the freedom to explore and try out new things. The School offers a wide range of opportunities for continuous professional development. Also, in recent years I have been able to pursue my interest in a range of co-curricular and pastoral opportunities, such as travelling on school trips to China, Morocco, Iceland and Switzerland, training as a Mental Health First Aider, or running a wide range of co-curricular activities such as Astronomy Club, Duke of Edinburgh's Award, Chess Club, Rubik's Cube Club, Junior Science Club and Amnesty International Youth Group. Staff at the school are hugely supportive of each other and there is a strong family feel to the School.



Maggie

Accounts Assistant

My first experience of schools in Ashford was as a mum. I volunteered to help at my children's primary school. After COVID lockdowns, my husband was allowed to work from home which gave me the flexibility to go back to work full time.

I have three parts to my academic and work experience – Accounting, Schools and Customer Relations. When I saw the job advert I knew it was a good match for my experience, so I applied very quickly and soon I was part of the Accounts team. I learn a lot from my colleagues who are very friendly and supportive. This has helped me understand the United Learning accounts processes. I am very grateful for the school lunch that we get every day; it is a good benefit to have. Ashford School is a beautiful place to work.



Hannah

Alumni and Development Manager

As an Ashford School alumna, I've been privileged to reconnect with the wonderful community that shaped my own education. Since rejoining the school in 2023, I've been inspired by the dedication and enthusiasm of my colleagues, some of whom were teaching here when I was a Sixth Former in 2005. I've had the opportunity to engage with our wider alumni network, from hosting our annual Summer Lunch to participating in off-site networking events. I'm particularly proud of launching our own co-curricular club to raise funds for the school's Bursary Awards, therefore growing the community that supported me. Professionally, I've benefitted from opportunities for continuous development, including memberships of professional bodies and participation in seminars and training sessions. I'm truly grateful for the support and encouragement that have made me feel an integral part of the Ashford School family once more.



How to find us



ASHFORD SCHOOL
Inspiring Minds

Contact us

The Senior School is located in the centre of Ashford, just a short walk from Ashford International railway station.

Our Prep School is set in the picturesque village of Great Chart on the outskirts of the town, just a few minutes drive from the Senior School.

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