ALDRO



Candidate information for

GAP STUDENT

One Year, Fixed-Term, term time only, plus staff training days

Starting date: 1 January 2027

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FROM THE HEAD

Thank you for your interest in Aldro. From the moment my wife Nicky and I first walked through the front door of the school, we knew it was a special place. I am sure you will feel the same, for our visitors typically all comment on the strength of welcome and tangible sense of community they experience on their visits here.

Our school values matter enormously to us, and we work hard to ensure they colour all that we do. Anchored in the Christian teaching that has always been a distinctive of life at Aldro, our values of kindness, respect, integrity, humility and service help set the tone for our relationships with one another. We are a small-enough school to know each child well and we pride ourselves in our outstanding pastoral care and the strong sense of belonging that the children feel to their school.

Academic rigour is key at Aldro. Together with the parents, we share a strong sense of aspiration for the academic development of our children. They progress in many cases to highly selective senior schools, often with scholarships and exhibitions reflecting their achievements along the way. Alongside a content-rich curriculum, and in tandem with an enviably broad co-curricular offering, we want our pupils to develop curiosity, creativity, critical thinking and commitment in their learning. We want them to leave confident to take risks and adapt to changing circumstance, able to get on with others of all backgrounds and well-placed to make a positive contribution in life. In the process, we want them to develop digital literacy, presentation skills, problem-solving skills and the ability to collaborate with others on highly-effective teams.

If that all sounds a bit serious, let me add this. We want an Aldro education to be great fun! Our aim is that, in the years ahead, when our children look back on their time at Aldro, they will do so with a deep sense of affection for their old school, remember that they were very happy here, and recall quite simply that they had a blast!

When meeting candidates, we are looking for those who will make a positive addition to our highly-talented and motivated team of staff as well as for those who will enrich our communal lives together. We hope you are as excited at the thought of joining us as we are to meet you. Thank you again for your interest in our special school.

Chris Carlier





ABOUT ALDRO

Aldro is an outstanding coeducational boarding and day preparatory school located in the idyllic village setting of Shackleford near Godalming in Surrey. We are 45 minutes outside London with a direct train service leaving regularly from one of three local stations. Heathrow Airport is just 35 minutes drive away and Gatwick about 45 minutes.

Founded in 1898 Aldro moved to Shackleford from Eastbourne in 1940. The ethos of the school is centred on our Christian foundation and priority is given to the highest standards of pastoral care and the education of the 'whole child'. Aldro seeks to be an inclusive school with a genuine 'family-feel', offering opportunities for all pupils to discover their talents whilst encouraging them to strive for excellence. Boarding is a great strength of Aldro, contributing to the busy and vibrant atmosphere here and teaching the children vital skills of independence and responsibility which stand them in good stead for their future schools.

The school is in great heart following its successful move to co-education in 2021 and a period of considerable growth over recent years. Girl numbers now constitute approximately 35% of the pupil population and continue to grow. The most recent ISI Inspection Report (June 2023) rated the school 'Excellent' in both areas of qualitative judgement (pupil achievement and pupil personal development) and the school was deemed fully compliant. The school has a flourishing Senior School (Years 7 and 8) and successfully retains the vast majority of pupils to Year 8 for 13+ transition to senior schools.

There are currently about 200 pupils in the school aged 7-13; approximately 70 of them board, full-time, weekly or part-time. The school has an outstanding record of academic excellence and averages about 15 scholarships and exhibitions per year, including to highly selective senior schools. Popular senior schools for Aldro pupils include Benenden, Bradfield, Canford, Charterhouse, Cranleigh, Eton, Guildford High School, Harrow, King Edward's Witley, Lancing, Lord Wandsworth, Marlborough, Oundle, RGS Guildford, Sevenoaks, Sherborne, St Swithun's, Tonbridge, Uppingham, Wellington, Winchester and Wycombe Abbey.

Lessons are taught Monday to Friday, and children typically compete in matches against other schools on a Saturday morning. Boarders enjoy a rich programme of activities each weekend. The school has a weekend leave at least every third weekend and benefits from generous holidays. All staff are expected to make an active contribution to the wider life of the school.

Further details about the school can be found on our website: www.aldro.org

VISION, VALUES, AIMS

OUR VISION

To provide an outstanding and broad education for all pupils that will instil in them a life-long love of learning and make them positive contributors to society.

OUR VALUES

- ✓ Kindness
- ✓ Respect
- ✓ Integrity
- ✓ Humility
- ✓ Service

OUR AIMS

1. To provide outstanding pastoral care within a nurturing family environment, underpinned by Christian values and teaching.
2. To prepare pupils for the next stage; for transition to their Senior Schools of choice and for adult life beyond.
3. To encourage curiosity, critical thinking and independence of thought through an innovative learning experience and inspirational teaching.
4. To develop strength of character through a broad, stimulating curricular and co-curricular offering.
5. To create a vibrant boarding environment that promotes independence and responsibility.
6. To establish long-term financial management through attracting and retaining sustainable numbers of pupils.
7. To share our resources with, and make a positive contribution to, the wider community.
8. To be happy, have fun and make lasting memories




'Strong contributory factors to high achievement are the expertise and enthusiasm of teachers combined with high expectations, and an extensive curriculum where every subject is valued.'
ISI Inspection Report 2023



Introduction

Aldro aims to appoint four Gap Students from Australia each academic year. From time to time, the gap-team is additionally bolstered by one or two UK school leavers.

The role is suitable for a recent school leaver and offers an exciting opportunity to take on a significant role of responsibility appropriate to age and experience whilst working alongside teaching professionals to help deliver an outstanding education to the pupils of Aldro.

Gap Students are expected to bring their own interests and enthusiasms to this role and to contribute broadly to the running of the school, including the boarding.

Bedsit or shared flat accommodation will be provided. All meals are provided whilst the school is in session.

Letz Live

Aldro partners with Letz Live in support of our Gap Students, and all non-UK resident Gap Students are expected to join this programme. Benefits of the programme include assistance and training on arrival in January, a support network outside of the school in case of unforeseen challenges during the year, and a ready network of other gap students fulfilling similar roles in other schools. If the membership cost of Letz Live should prove prohibitive for any applicant, an application for support may be made at interview.

"Aldro has let us concentrate on being parents knowing that the education and the experience at Aldro is first rate."

Parents of a Year 8 Leaver

JOB DESCRIPTION

Gap Students will be asked to undertake a broad range of tasks. Examples of this are as follows:

Sport

Gap Students will be asked to help with sport every day. The main sports at Aldro include rugby, football, netball, hockey, cricket, athletics, tennis and swimming. In addition to the main sports, many others take place too – e.g. basketball, judo, fencing, dance, shooting, golf, sailing, rowing, riding etc. Where Gap Students have particular interests in some of the more minor sports, they would almost certainly be able to find time to do them with the pupils. Gap Students may also be asked to help with PE lessons.

Administration

Helping the administrative staff with a number of jobs, some of which will be routine (e.g. laundry, emptying recycling bins) and some of which may be in response to particular peak flows of administrative work (e.g. helping with photocopying).

Boarders' Activities

Gap Students will help with the programme of activities for the boarders. This tends to involve the late afternoon and early evening during the week and throughout the weekends according to the rota. The sort of activities that may be included are general games, ICT supervision, playing on the 'island', helping the younger children with their Prep, running games in the ASC (sports centre), and various other activities.

Day-to-Day running of the school & General Supervision

Gap Students will be asked to help staff with morning & lunchtime registration, day pupil departure/sign out, morning snacks, and some general supervision of the pupils (e.g. morning break, mealtimes, changing for games and evening prep sessions). At times they will be asked to keep records on the school's management system (ISAMs). Gap Students will also be asked to assist with 'lock up' in the evenings.

Lessons

Gap Students often have the chance to help with lessons. This could include supporting a teacher in a class, helping to prepare certain lessons (e.g. setting up experiments in Science), helping in the Art Studio or DT Workshop, and occasional supervision of classes or prep when work has been set.



'Pupils consistently achieve entry to the senior school of their choice. They have an excellent measure of success in academic, music, art, drama and sport scholarships and in competitions at regional and national level.'

ISI Inspection Report 2023



JOB DESCRIPTION CONTINUED...

WORK FOR THE BURSAR

Gap Students will also be asked to help with a number of odd jobs, for example helping to prepare the main Hall for a lecture or drama production. There may be other occasions when they are asked to help with certain jobs around the grounds (for example, before major athletics or sporting events).

The areas outlined above are simply examples of the sort of things an Aldro Gap Student might be asked to help with. They won't be expected to do everything on the list, and there will be other things that they are asked to do that don't feature. Although some of the tasks will be rather mundane, there should be plenty of enjoyable things to do as well!

SAFEGUARDING

- To promote and safeguard the welfare of all pupils.
- To promote, insist on and help instil the school's core values.
- To protect children from harm and to prevent impairment of their health and development.
- Be aware of, and comply with, all the school's policies, and especially the Safeguarding, Whistleblowing, Behaviour, Anti-bullying, Health and Safety, Staff Code of Conduct and Pupil Equality and Diversity policies.
- To establish a positive, supportive and secure culture which promotes in all pupils a sense of being valued, listened to and respected.

GENERAL EXPECTATIONS

- To be familiar with the school's policies and procedures as required including professional standards of conduct.
- To serve as a good role model to the pupils in character and conduct.
- To attend breakfast every day with the boarders (except on days off)
- To maintain high standards of dress (e.g. collar and tie or sports kit for games)
- To be responsible for cleaning all personal accommodation and shared areas
- To attend training sessions as required



PERSON SPECIFICATION

PERSONAL ATTRIBUTES

- Excellent inter-personal skills, empathetic, caring, kind and compassionate
- A deep sense of compassion for young people and a sensitivity to their needs
- Reliability, integrity, loyalty
- Positivity, energy and enthusiasm
- A sense of humility and a desire to serve others
- A willingness to go the extra-mile
- Excellent record of health, punctuality and attendance
- A sense of humour

SCHOOL ETHOS, VALUES AND AIMS

- Fully supportive of the ethos and aims of the school
- Sympathetic to the Christian teaching that underpins the school's values and character
- Commitment to the safeguarding and protection of children
- A commitment to promoting equality, diversity and inclusion
- Promotion of Health and Safety in line with the school's policy
- Enthusiasm for, and willingness to contribute to, the wider co-curricular life of a busy day and boarding school

"At Aldro our son has flourished and has been cared for brilliantly in every way. He has been taught excellently. The standards at Aldro are second to none."



HOW TO APPLY

DEADLINE: 31st March 2026

Interested candidates should complete a copy of the **Aldro Application Form** available on the '**Vacancies**' section of the Aldro website and send this to HR@aldro.org CVs are not required. Early applications are encouraged and will be processed on receipt. The School reserves the right to appoint before the deadline.

The school is an equal opportunities employer and complies with its duties under the Equality Act 2010. Aldro is committed to safeguarding and promoting the welfare of the children and young people here, and all staff are expected to share this commitment. As part of the recruitment process, applicants should expect scrutiny of their online profile. All staff are expected to adhere to, and ensure compliance with, the school's Child Protection and Safeguarding Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's Designated Safeguarding Lead.

In line with the Child Protection and Safeguarding Policy, the successful candidate will be subject to checks by the Disclosure and Barring Service. As part of this process, Aldro additionally carries out its own online and social media checks. Applicants' references are typically sought before interview, unless the applicant specifically requests otherwise.

The post is exempt from the Rehabilitation of Offenders Act 1974 and Aldro is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are 'spent' unless they are 'protected' under the DBS filtering rules) in order to assess their suitability to work with children.

Aldro recognises the benefits of a diverse workforce and is committed to equality of opportunity for staff, volunteers and applicants. Building upon legislative requirements, Aldro seeks to ensure proper access of opportunity in matters relating to recruitment and selection, support for staff development and promotion. All HR policies are underpinned by this commitment to inclusivity and discriminatory behaviour by staff, pupils, contractors and external contactors will be taken very seriously, fully investigated and appropriate action taken where necessary.



ALDRO

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'Scrutiny of results indicates that by the end of Year 8 most pupils attain above their potential scores with many attaining well above. Pupils of all ages and abilities make excellent progress overall. The achievement of pupils with SEND and EAL is outstanding.'

ISI Inspection Report 2023