

Heartlands
High School



INFORMATION FOR PROSPECTIVE STAFF

“Leaders have been able to cultivate an ethos of focusing on the needs of individual pupils. Pupils irrespective of their starting points, receive a range of support. Many pupils make very good progress.”

Ofsted 2016



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Welcome from
Simon Garrill
Executive Headteacher

Dear Applicant,

On behalf of the Local Advisory Board we would like to thank you for taking an interest in applying for this position. This is an exciting opportunity to join the team of a high achieving school and to make a real difference to the lives of young people in Haringey.

Heartlands High School has had a successful beginning and this position will be crucial in developing the success of the school over the next five years. In addition to ensuring outstanding outcomes for students and the very highest of expectations, the Heartlands Local Advisory Board is looking for candidates who can inspire teachers to deliver consistently outstanding lessons.

At Heartlands High School we aim to create a commitment to learning. We have achieved this through developing the very best ethos in a school of outstanding learning and partnership. Our vision for our school has always been simple: we want Heartlands to be the first-choice school for the local community, delivering outstanding outcomes.

Within this information pack you will find:

- Job description and person specification
- The plan on a page from the school development plans
- Staff benefits
- Details on the application process

You will also find attached an application form.

To find out more about the school, please visit our website:
www.heartlands.haringey.sch.uk

I hope you like what you read about the school. We are excited about delivering the very best within Haringey.

Yours sincerely



Simon Garrill
Executive Headteacher



Welcome from
Elen Roberts
Head of School

At Heartlands High School we want to create a real commitment to learning. In the short life of the school our students have made a big impact.

Our ethos in the school places our young people at the centre. We have high expectations of our students and expect them to do well. However, we also want them to enjoy their time at school. I am very proud to lead such an amazing community with brilliant students and dedicated, passionate staff.

Our system of houses ensures a healthy spirit of competition within the school as well as providing a first class support system for our students. We ensure students work hard in class but also offer a wealth of opportunities outside the classroom through trips and engaging enrichment activities in a varied after school and weekend programme.

This ethos is captured in the word SEARCH. By reinforcing in our students the belief that school matters we encourage them to succeed through effort, responsibility, citizenship and high aspirations. We ask our students to SEARCH for SUCCESS and we take great pride in their achievements.

Our school develops partnerships that work. We know that our students find it much harder to succeed without the support of parents and carers. At Heartlands our aim is to create solid partnerships that build on success.

In a recent OfSTED, the Inspection team celebrated our relentless focus on learning. We are a determined school. We want the best for our students and the best for our community.

We hope you like what you read.



Ms Elen Roberts
Head of School



School History & Vision

Heartlands High School is located within Wood Green, Haringey. We opened as a new school in September 2010 in state-of-the-art facilities. We are now oversubscribed and a first-choice school for parents and students in the local community. Our intake is diverse and is a real reflection of the community that we serve. Our aspirations for this community are high and we want our students to have access to the very best education.

Our vision for the school is simple. We want our students to develop a commitment to learning through outstanding learning, outstanding partnerships and an outstanding ethos. We expect our students to achieve higher than the national average results and we support them in getting there.

The ethos within the school is consistently recognised as a strength, supported through SEARCH. We teach our students that school matters, that effort is essential, that achievement will carry them forward, that active citizenship matters and that none of this can be achieved without the highest of aspirations.



“The school is a harmonious and diverse learning environment. Pupils respect each other’s differences and fully support those who are less confident or who have specific individual needs.”

Ofsted 2016

Results

We received our RaiseOnline Report from the Department for Education, which benchmarks our exam results in 2016 against other schools nationally. We were delighted to see that Heartlands High School is in the top 11% nationally for progress. This confirms to us that our belief in high quality teaching, targeted support and intervention and culture of high expectations work together to ensure that students make exceptional progress. The table below outlines the results in more detail. We are particularly proud of our excellent record in English, Maths and Science and of the fantastic progress made by our most able students.

If you would like to find out more about our Examination Results please visit the website below which also allows you to compare schools by name or local authority.

www.gov.uk/school-performance-tables

“The school’s work to promote pupils’ personal development and welfare is outstanding.”

Ofsted 2016

2016 Result		National Profile
Progress overall	+0.43	Top 11% of schools nationally
Progress of Disadvantaged Pupils overall	+0.42	Top 13% of schools nationally
Progress of High Attainers (Level 5 on Entry) overall	+0.56	Top 2% of schools nationally
Progress in English	+0.6	Top 4% of schools nationally
Progress of High Attainers in English	+0.76	Top 1% of schools nationally
Progress in Maths	+0.6	Top 5% of schools nationally
Progress of High Attainers in Maths	+0.61	Top 4% of schools nationally
Progress in Science	+0.5	Top 12 % of schools nationally



School Strategic Plan

Leadership and management	Outcomes for pupils	Personal development behaviour and welfare	Learning and teaching
Ensure Governors continue to systematically challenge senior leaders so that the effective deployment of staff and resources, including SEND funding, secures excellent outcomes for pupils.	Ensure that, across the English and Maths curriculum, current pupils continue to make and exceed expected progress.	Continue to develop pupils’ conduct by promoting the highest standards of behaviour, to ensure incidences of low-level disruption are extremely rare and pupils are self-disciplined.	Improve all areas of learning to promote outstanding outcomes and create eager, curious learners who are resilient to failure through determined teaching.
Ensure leaders and Governors have a deep, accurate understanding of the school’s effectiveness informed by the views of pupils, parents and staff.	Ensure that, across the entire curriculum, current pupils make and exceed expected progress.	Ensure there is sustained improvement in pupils’ behaviour, for individuals or groups with particular needs.	<ul style="list-style-type: none"> Ensure teacher planning and delivery is data led to develop effective in-class intervention.
Develop the leadership of the SEARCH ethos to have a greater impact across the school.	Ensure that the progress of all groups, including SEND pupils, is exceeding national averages. The gap between the progress of SEND pupils and non-SEND pupils is closing.	Ensure pupils have an excellent understanding of how to stay safe online and of the dangers of inappropriate use of mobile technology and social networking sites.	<ul style="list-style-type: none"> Plan and deliver effective support and challenge in lessons to ensure all pupils make outstanding progress.
Ensure safeguarding is effective. Leaders and managers have created a culture of vigilance where pupils’ welfare is actively promoted.	Develop pupils’ understanding of their abilities and strengths in different subjects and enable them to identify their areas for development.	Develop pupils’ ability to explain accurately and confidently how to keep themselves healthy.	<ul style="list-style-type: none"> Develop use of the application stage to engage learners in extended/ independent learning, to allow time for ‘practice’ and mastering skills.
Lead changes on curriculum and assessment.	Secure the impact of Literacy interventions throughout the school; develop readers who read widely and to a high standard.	Improve pupils’ approach to preventing all forms of bullying, including online and prejudice-based bullying.	<ul style="list-style-type: none"> Ensure that assessment in all lessons, and over time, is used systematically to shape the learning to ensure outstanding progress.
Develop communication at all levels in the school which is of the highest quality and is effective.	Ensure pupils are exceptionally well-prepared for the next stage of their education, training or employment and have attained relevant qualifications.	Improve attendance to over 95%; showing pupils value their education and rarely miss a day at school. Ensure no groups of pupils are disadvantaged by low attendance.	<ul style="list-style-type: none"> Ensure all home learning is challenging and deepens pupils’ understanding of work to come.
Explore A Business case for the Sixth Form.		Build on the high-quality, impartial careers guidance which helps pupils to make informed choices about which courses suit their academic needs and aspirations. Ensure that they are prepared for the next stage of their education, employment, self-employment or training.	Support all staff to develop professionally and encourage a love of learning within an environment which encourages staff to be innovative and take risks in their learning.
		Develop pupils’ spiritual, moral, social and cultural development and, within this, the promotion of fundamental British values.	
		Review the transition programme for pupils into Year 7.	





Staff Benefits

The academy offers all its staff a range of benefits including:

Appraisal

The opportunities to achieve enhanced increments for outstanding achievement and progress in lessons.

Employee Assistant programme

Free confidential information, support, counselling and advice – 24 hours a day.

Cycle to Work scheme

Loan a bike and safety equipment as a tax-free benefit - saving on tax and NI.

Computer scheme

IT equipment – saving on tax and NI.

Childcare vouchers

Are exempt from paying tax and NI. You could save up to £100 per month.

Eye care vouchers

Employees using a VDU can apply for a free eye examination.

Employer pension contribution

Teachers pension scheme (Teachers).
Local Government Pension scheme (Support staff).

Season ticket loan

Employees are entitled to apply for an annual, interest-free season ticket loan for travel.

Health and Wellbeing Weeks

Access to a range of benefits including free flu jabs, exercise classes and special events during the week.

Private Health Care Plan

Level one.

Application Process

Applicants are requested to read the information carefully, especially the job description and person specification. Please ensure your application satisfies all the criteria in the person specification and you display evidence of this. Please specify the role that you are applying for, and please also ensure that you have a covering letter addressed to the Executive Headteacher, Mr Garrill, as part of your application.

Please ensure you have completed the reference section with TWO referees. Please note that:

The first referee should normally be your present or most recent Headteacher or equivalent person.

If you are not currently working with children, please provide a referee from your most recent employment involving children.

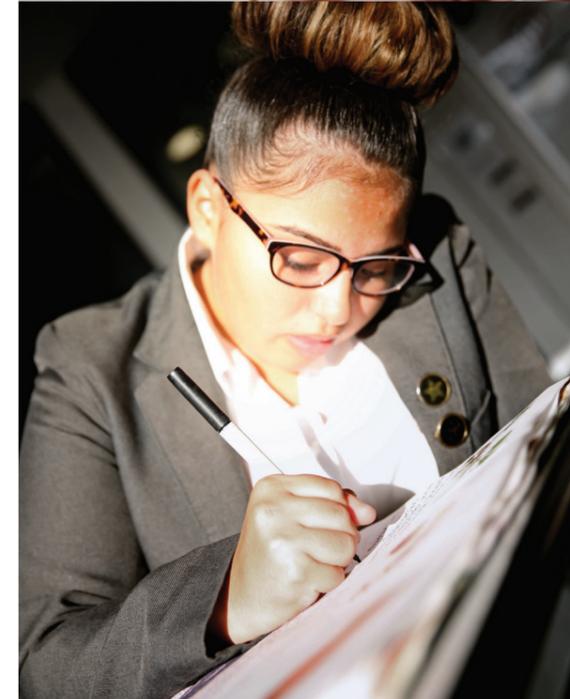
Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is 'time expired' and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people writing solely in the capacity of friends.

Once you have completed your application please print, sign and return either by post to:

Maria Levenson
Heartlands High School
Station Road
Wood Green
London, N22 7ST

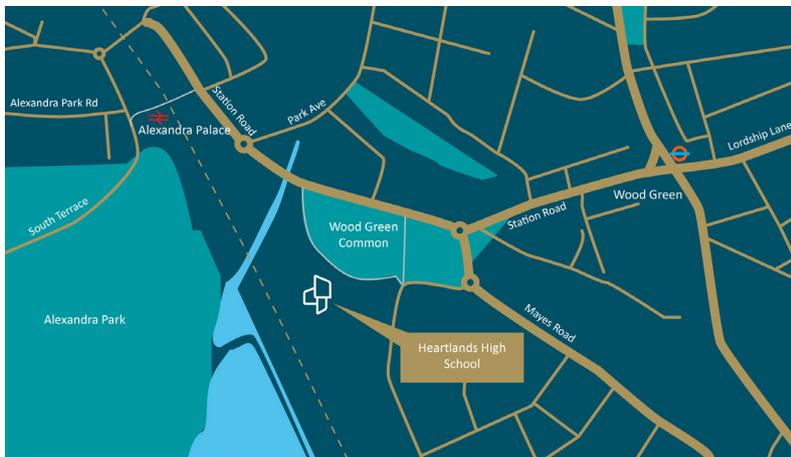
or email to hr@heartlands.haringey.sch.uk

If you have any questions please contact Maria by email maria.levenson@heartlands.haringey.sch.uk or on the number below
T 020 8826 1230





Heartlands
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Contact

Maria Levenson
Headteacher PA

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