



HIGHFIELDS SCHOOL

Headteacher: G Tate BA (Hons)

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Dear Colleagues

Thank you for your interest in the post of Head of Middle School at Highfields. The school is very hard working and, at times, relentless in securing the best outcomes for its students but it is also a very warm, welcoming and friendly community. Many of our staff are either former students or choose Highfields as the school for their own children.

We are a genuine comprehensive school serving a very diverse local community. More than half of our 1500 plus students are from minority ethnic groups. The number of disadvantaged students and those with special educational needs are close to the national average. The attainment on entry of our students is close to the national average. Around 65% of our students stay on in the Sixth Form where they take Level 3 courses.

Academic standards are high and our exam results are very good at GCSE, A-Level and in applied subjects. We have worked very hard at securing steady, incremental improvements in our outcomes to ensure they are sustainable over time. Our success is based on a strong emphasis on the core subjects of English, Maths and Science, an appropriate broad and balanced curriculum provision for all our students and high quality teaching, learning and assessment across the school. Much is in place to continue these improvements but the journey is not yet complete.

Academic success is underpinned by outstanding pastoral care. We have a large team of non-teaching inclusion staff who are highly trained and committed to meeting the individual needs of our students. Meeting the needs of our diverse community is always challenging but the outstanding work of our Inclusion Team ensures the engagement of our students and enables our teachers to focus on teaching and learning. We work in close partnership with our parents who, alongside the local community, hold the school in high regard. We are very proud of the exceptional support we provide for our students but recognise that each year brings fresh challenges requiring new solutions.

Highfields has always been committed to developing the whole child. We nurture individual strengths and encourage our students to explore a wide variety of interests beyond the school curriculum. We want them to be thoughtful, kind and considerate in contributing to the school and its wider community. We have a good range of extra-curricular activities. The school production is a source of pride every year. There is also an amazing variety of trips and visits, including many residential opportunities.

I believe that Highfields is a very good school but I would not want to give the impression that everything has been done. This is far from the case. The leadership of Middle School is an opportunity to be part of our next phase in making the school even better for all our students.

The Head of Middle School will play a crucial role in the next stage of our journey, ensuring that students in Year 9 and 10 have high aspirations, are ambitious and clear as to where they are going and what they are working towards. You will have a clear vision of how the highest standards of behaviour, attitude and engagement can lead to academic excellence and student success at Highfields and beyond.

We look forward to receiving your application

