March 2017

Dear Colleague,

Thank you for your interest in Haverstock School. I have been Headteacher for 16 years and over that time we have transformed ourselves into the self-confident, successful and ambitious school that you will experience if you visit us. I am retiring this year and we have just appointed James Hadley as our new Headteacher from September.

Haverstock is a large community co-educational comprehensive school in the London Borough of Camden with a roll of 1230, including 210 in the Sixth Form. Our community is intellectually and culturally rich and diverse. We have students across the entire ability range, from the most able who will get A\* at GCSE and A Level and will go onto Russell Group universities, to those with complex needs, some of whom have a Statement of SEN. Over 70% of our students are entitled to free school meals (FSM), over 80% are from ethnic minority groups, with over 30 refugees and asylum seekers. 70% have a first language that is not English.

We occupy a prime site in Chalk Farm, close to Chalk Farm tube and the Roundhouse. Our building is 15 years old and superlative in its design, construction and finishes and has extensive ICT, for example we have 700 pc’s and over 60 interactive whiteboards. Each curriculum area has two fully equipped ICT resource classrooms. The new building is making an enormous difference to our performance. The building has been identified as an exemplar of school design by the DfES.

Haverstock is an improving school as evidenced by a number of criteria:

* Our Best8 value added is now 0 showing a 3-year upward trend.
* The performance of our middle ability students is in line with national and high ability better than national.
* Science has had 3-year sig+ and languages sig+ this year.
* We have made great progress in closing the gap between FSM and non-FSM.
* In-year progress at KS3 is good across all year groups.
* Attendance is just below national average at 94.1, but FSM attendance is above national average at 94.6%.

Partnerships are a vital part of Haverstock’s success. We have a history of very productive work with local and national businesses, ranging from the local Morrisons to General Electric, Santander, McKinsey and Olswang. Our Careers Academy is one of the jewels in our crown. We now have three Academies; Business, Media and STEM (Science, Technology, Engineering and Media). We work with a wide range of prestigious, often global companies such as GE, Santander, Olswang, Universal Pictures, Sony, Hewlett Packard and AstraZeneca. Our Careers Academy students, of which we currently have 82, get a very expansive programme on top of their normal teaching. This includes a business mentor, attendance at ‘guru’ lectures and business network events, a business suit and a six-week paid internship. The outcomes of this aspect of the school are significant for both students and businesses. The businesses see at first-hand what young people can offer and the huge impact they can make on young peoples’ lives. Whilst virtually all of our Career Academy students go on to University and we have had over 180 students graduate to date. We also have excellent partnerships with many of our primary feeders and transition into Year 7 is effective and maintains the momentum on learning.

Raising attainment for all is our core business. Central to this is a bespoke and personalised Haverstock pedagogy which we have developed as the vehicle for curriculum delivery. This whole school pedagogical approach is allowing us to consistently monitor and evaluate teaching and learning and is making great improvements to teaching across the school. We have an extensive database related to student achievement, which is used to set targets and monitor progress for individuals and pre-identified groups of students.

The sixth form offer is broad and comprehensive and the staying-on rate is high and increasing. Work experience forms an important part of the Year 10 and 16+ courses. Many students progress to higher education and our sixth form numbers continue to grow.

We review our curriculum offer annually, not only in light of national curriculum changes and 14-19 curriculum opportunities, but also as part of our drive to excellence and development of our innovative, bespoke pedagogy. We have a two-week timetable based on 60-minute lessons. Our key priorities at Key Stage 3 are to improve literacy and numeracy and independent learning skills. At KS4 we have an extended core curriculum and have introduced a wide choice of subjects, including a number of vocational courses. We have extended our Post-16 offer this year to provide a range of appropriate courses for all of our students, including Level 2 and 3 courses as Sixth Form numbers have grown. Curriculum areas across the school and Key Stages use both mixed ability and ‘set’ groupings. Ofsted judged our curriculum to be outstanding.

We have a strong Behaviour for Learning Manifesto which guides all aspects of behaviour management for all staff in the school, ensuring both a respectful and consistent approach to students. Behaviour overall is good and continues to improve. Students here feel safe, are happy and relationships between students and between students and staff are excellent. This is clearly reflected in our Ofsted report. The school pastoral system is very strong and organised on a year team basis. Registration takes place at the beginning and end of each day. The tutor and Pastoral Team Leader are central to providing support and challenge for all students, and are the first port of call for parents and carers who have concerns. We have a strong Student Council who are actively involved in the development of the school and play an important role in school life. This includes involvement in the selection process for senior staff.

There is a consultative structure for discussion of major school issues, with all Curriculum and Pastoral team leaders. This group, Management Forum, also includes all Leadership Team members, and supports effective communication and debate at all levels of leadership within the school. Briefing meetings are held for all staff at 08.30am every Wednesday and a bulletin for staff is published weekly. A home/school link communication called ‘Haverstock News’ is also produced weekly.

We have a very clear agenda to provide progressive, exemplar educational opportunities for our diverse, vibrant community. Our focus is on continuing to develop a learning agenda based on a growth mind-set, independent learning and high aspiration. We have high expectations of ourselves and our students and want to recruit like-minded, ambitious teachers committed to challenging inequality and developing outstanding learning opportunities and pedagogies.

In short, Haverstock is a vibrant school where much is happening. We are making sustained improvements, and making them quickly. I hope that on reading the enclosed information you choose to apply for this post.

Yours sincerely,



John Dowd

Headteacher

**PLEASE NOTE: There are no visitors parking facilities at the school, other than disabled.**

 **Parking facilities are available for staff.**