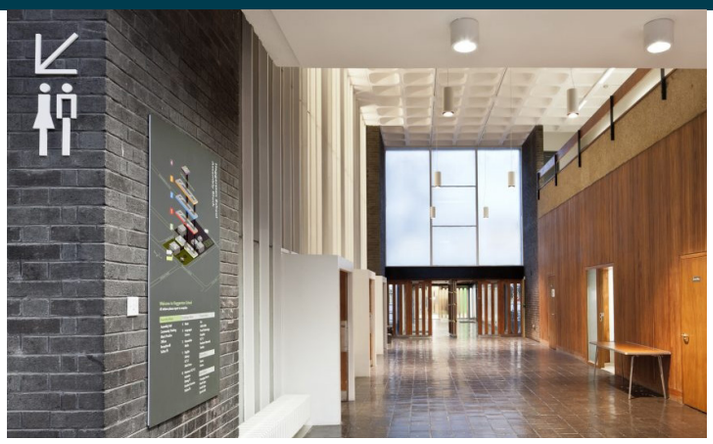


Haggerston School

Aspiration Creativity Character

Candidate Information Pack











ARTS COUNCIL ENGLAND ARTSMARK GOLD

Education Endowment Foundation

UCL BEACON SCHOOL IN HOLOCAUST EDUCATION

STARS 2016 Bronze Level Accreditation

nace National Association for Able Children in Education Challenge Award FOR EXCELLENCE IN PROVISION FOR ABLE, GIFTED & TALENTED PUPILS NOVEMBER 2015



Ms Ciara Emmerson,
Headteacher

Greetings from the Headteacher

Thank you for expressing an interest in working at Haggerston School. We are a successful inner-city community school, with a very diverse student population.

You would be joining us at an exciting stage of our development from a Good to an Outstanding school. Our aspiration is to become one of the best schools in the country and you could play a key role in realising that vision and ambition.

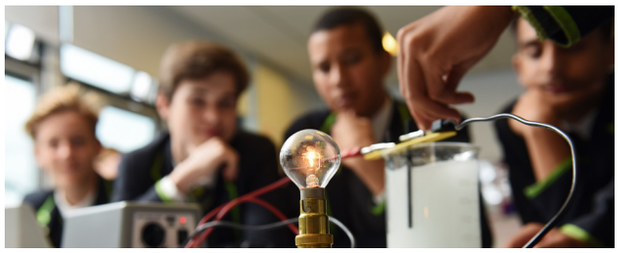
We are looking for someone who has drive and energy, optimism and belief in themselves and others. Someone who believes that all children and young people can achieve excellence, given the right educational support and, crucially, the highest standards of teaching. You will also bring resilience, determination and a motivation to transform the opportunities of young people in all parts of the community we serve.

Haggerston is a great place to work. There is a warm and supportive culture and staff feel valued because the school invests in their professional development and wellbeing. We focus on developing simple, sustainable systems which staff can execute well and consistently because we feel this is the key to long-term school improvement. We want our staff to be positive and energetic, with a real investment in the school so we believe in fostering a culture of healthy work-life balance and strong professional relationships. You would also be working in a Grade II listed building, designed by Erno Goldfinger, in a vibrant part of London.

The Haggerston Way – Our Mission

Aspiration –	We strive to be the best versions of ourselves. We work hard every day to master the knowledge and skills to lead successful, fulfilled lives.
Creativity	We create beautiful work to inspire others. We are independent minded, creative thinkers and problem-solvers.
Character	We are articulate, confident and determined individuals. We work to build the qualities of Resilience, Ambition, Curiosity and Community Spirit.





"Working at Haggerston School is the best career choice I could have made. The unconditional support I have received from all members of staff is something I never thought I'd have. As an NQT, I have had the opportunity to teach Year 11, KS5, and attend external CPD sessions. All of this has led to the advancement of my teaching over the year and will put me in a great place to further my career."

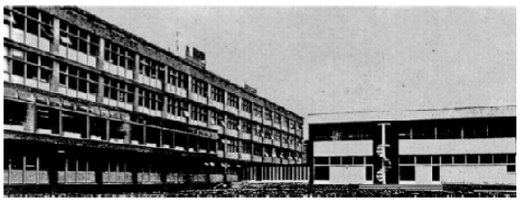
Matilda O'Regan – Maths Teacher

Historic Building & Location

Set in spacious grounds, and in a historic Grade II listed building designed originally by Erno Goldfinger.

Under the Building Schools for the Future programme, the school was extensively modernised and refurbished and a brand new creative block was added.

Haggerston is set in a vibrant part of Hackney. There is a rich culture of art and music as well as close proximity to the 'tech triangle' of Shoreditch. These influences provide excellent, varied opportunities for students at the school. Our students reflect the diverse community and this is a strength that we celebrate.









Teaching and Learning

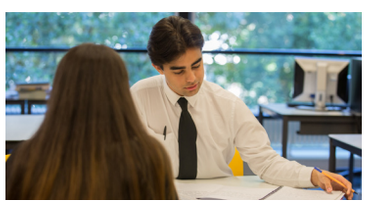
Teaching and Learning is at the heart of what we do.

There are two main drivers for our teaching practice at Haggerston: **Rigour and Creativity.** Rigour, challenge and practice is vital for the acquisition and retention of knowledge. Alongside this, we promote creativity, curiosity and problem-solving to develop student's independence, confidence and originality.

We have a dedicated Teaching and Learning Faculty, with four Lead Practitioners who give peer to peer support, helping teachers to advance their own professional practice.

We believe that every child is capable of making exceptional progress given the right conditions and aspire for every student to progress to university or a real alternative. If you share that aspiration then this is a school where you can make a real impact.







Sixth Form

We have a small but expanding sixth form.

We are proud of our 100% pass rate and year on year increases in the percentage of students achieving key benchmarks of A*-C and A*-B.

100% of our students progressed to further education or employment last year, a testimony to the aspirational ethos of the sixth form and the personalised support students receive. We have a wide-ranging enrichment offer, including volunteering, work related learning, cultural experiences and film clubs. We also benefit from a strong partnership with Freshfields Bruckhaus Deringer Law firm.

"Haggerston Sixth Form is the best start for Year 12 and 13 students. It has small classes so the teachers focus more on the students individually, helping students to excel and reach their potential."

Sylvia, Year 12



Ofsted 2017

In October 2017, OFSTED judged Haggerston School to be a Good education provider.

Some highlights from the report include:

- "Staff have a high level of respect for senior and middle leaders. Staff morale is high."
- "Pupil's progress has been strong over time."
- "Behaviour is good. The school is calm and orderly."
- "Teaching is good. Teachers use their subject knowledge to question and deepen pupils' thinking and understanding."
- "The arts are celebrated and popular."



"In working at Haggerston, I am part of a dynamic, creative and aspirational school community. I always feel well supported by my colleagues and the senior leadership team in the drive to achieve outstanding outcomes for students. Through the wide range of internal and external CPD opportunities, Haggerston invests in my career development so that I am constantly challenged and thinking about 'the next step.' I am proud to be part of the school."

Heather Jones – English Teacher

Employment Benefits at Haggerston School

Incentives:

- Generous annual leave allowance for support staff
- Childcare Vouchers
- Cycle Scheme
- Pension Scheme Auto-Enrolment into the Local Government & Teachers' Pension Schemes
- Season Ticket Loan scheme (to support with travel expenses)
- IT Salary sacrifice schemet

Professional Development:

- Performance Appraisal process enables tailored, personalised professional development
- Access to high quality in-house and external professional training, including NPQML/SL & NPQH
- Annual programme of Leadership development opportunities, including Leadership lectures and coaching
- Support to complete further academic study and professional qualifications
- Two INSET days per year devoted to curriculum planning time in faculties

Lifestyle & Wellbeing:

- Health and Wellbeing weeks -3 meeting-free weeks with wellbeing events for staff
- Healthy Eating Options – subsidised meals available from the canteen. We are also in the process of developing a staff coffee shop.
- Parking - Onsite car parking facilities and bike sheds
- Staff counselling service – Aspace provide a professional service free of charge to staff
- Occupational Health Service – Medigold Health provide free health advice and support to staff
- Access to school 3G pitch –Staff football after school on Fridays
- CSSC Sports and Leisure (Civil Service Sports Council) –Staff are eligible to join for £3.99 per month and gain access to Free Entry to English Heritage sites for the member and family, half price cinema tickets, 2 for 1 tastecard for use in a range of restaurants, 50% off theme park entry
- Free annual Flu Vaccination available

Equality & Diversity – Actively Building Opportunities for All

Haggerston is a diverse school community; a strength we celebrate and promote.

We are committed to equality of opportunity for all members of the School Community and recognise our duty under the law to oppose all forms of discrimination, including on the basis of disability, gender, pregnancy and maternity, religion or belief, sexual orientation and marital or civil partnership status. We oppose all bullying and unlawful discrimination on the basis that a person has a special educational need or learning difficulty, or because English is an additional language. These beliefs are fundamental to how we think and operate as a school, our commitment to principled leadership, and to the values we teach our students.

We ensure that all policies and practices comply with the public sector equality duty set out in **section149 of the Equality Act 2010.** However, we want to go further than meeting our statutory duty. In recognition of the lack of diversity in leadership across the education sector and beyond, we seek to provide opportunities for career development for all staff, including those who are often under-represented, such as women, black and ethnic minority leaders. There are some practical steps we can take to support this, such as welcoming applications from staff proposing job shares, looking favourably upon flexible working and part time requests and providing a range of leadership opportunities within school, such as leadership lectures (including from successful female, black and ethnic minority leaders). We are conscious in our recruitment process to mitigate against unconscious bias and seek, wherever possible, to have diverse recruitment panels.







"II have been at Haggerston for nearly six years and have stayed because of the incredible work culture, staff and students. I started as a Head of Year and each year had opportunities to progress and I am now on the Senior Leadership Team. At Haggerston you are never short of a listening ear, or someone to discuss pedagogical ideas with as there are numerous support networks where learning and coaching are at the heart of everything. What I value most about working here, is the support and pathways to develop and challenge yourself to excel."

Louise James – Assistant Headteacher

Safeguarding

Haggerston School is committed to Safeguarding Children; we have no higher duty than to ensure student safety and wellbeing, educating students so that they can lead successful fulfilling lives. It is a responsibility shared by all staff, governors and those who visit our school.

We also work with parents, carers, local and national agencies to address concerns and keep children safe from harm and exploitation.
In executing these duties, we undertake to:

- Train all staff (including temporary staff) to develop their understanding of how to recognise the signs and indicators of abuse, to know how to respond to a child who discloses abuse and recognise signs of vulnerability to radicalisation or extremism
- Support staff who have dealt with issues around abuse
- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to
- Encourage the development of self-esteem and resilience
- Ensure children know that there are adults in the school whom they can approach if they are worried
- Ensure there is a member of staff designated for the support of 'Children in Care'
- Include opportunities in the PSHE curriculum for children to develop the knowledge needed to recognise and stay safe from abuse
- Regularly review and update our procedures, policies and practices
- Work with parents and carers in partnership to create positive relationships that safeguard children and support families
- Work with agencies to share information and support families
- Ensure robust safer recruitment processes are in place at all times, including for temporary staff and visitors to the school site.



Haggerston School

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