June 2016

*“Teaching is good and improving. Teacher’s plan lessons well, stretching the most able and targeting pupils’ needs”.*

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| *Pupils’ performance overall is good and improving at GCSE and A level.* |

**OFSTED – November 2011**

Dear Applicant,

I am delighted that you have shown an interest in the **Teacher of Art, Design and Technology** post at Highgate Wood School. On behalf of the Governing Body I look forward to receiving your application should you choose to join us on our journey of continuous improvement.

We are proud of the way our exam results continue to improve year on year at both key stages. I am sure you will get a sense of enthusiasm within the school for what we are accomplishing, and hope you can see yourself as someone who could share in this progress and make your own significant contribution in our collective journey towards becoming outstanding.

This is an exciting time for all of us at Highgate Wood School as we build on our past achievements and consolidate our many successes. A key aspect of our vision is the Growth Mindset. People used to think that intelligence was fixed at birth, so you were either talented in specific areas or you weren’t. Some still think it now, saying things like “I was never any good at maths, so it’s no wonder my child struggles too… it’s obviously not in our genes”. However, the pioneering work of Professor Carol Dweck amongst others has shown this belief to be flawed. The biggest influence on someone’s success is not their genetic make-up, it is how hard they work, how focused they are and how they respond to feedback. At Highgate Wood School we firmly believe in this idea of a Growth Mindset and recognise the huge importance of perseverance, resilience, focused practice and hard work in enabling people to grow, develop and achieve. Therefore we ask all members of the school community – students, staff, parents and governors – to adopt the principles of a Growth Mindset.

We have the good fortune to be located in a very attractive area of North London, and can boast of our excellent facilities, both within the classroom and beyond it. We benefited from the BSF program, which allowed us to embed ICT into all areas of the curriculum, and the capacity to develop the use of ICT still further. Our specialist status as an arts college allowed us to develop creative approaches to learning and teaching, which remains one of the core characteristics of our school.

As part of our inclusive ethos and commitment to comprehensive education we are continuously investigating ways to narrow the achievement gap between different groups of students – something that we have become more successful at doing, as recognised in our most recent visit from OfSTED.

As a Head, my focus is firstly on learning and secondly on ensuring the well-being of the students and staff from whom I have excellent support. We participate in the Employee Assistance Programme, which aims to provide further support for all staff. Similarly the Governors are an active group who work well collectively to ensure the very best for the school.

Highgate Wood School is committed to safeguarding and promoting the welfare of children and young people and the post is subject to satisfactory references and an enhanced DBS check.

I hope you find our application pack helpful but I shall be pleased to answer any further questions you have.

**The closing date for applications is at 09.00 am on Tuesday 19th June 2018.**

**Interviews to be held on Friday 22nd June 2018**

Yours sincerely



**Patrick Cozier**

Headteacher