



# Harrow Way Community School

Specialist School in Maths & Computing



Learning for life, **success** for all.



## STAFF PROSPECTUS

Learning for life, **success** for all.

Harrow Way Community School, Harrow Way, Andover, Hampshire SP10 3RH





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“My time at Harrow Way has taught me to be confident and independent, not only in my academic career, but in everyday life.”

## Staff Prospectus

Thank you for your interest in the position. Harrow Way is a good school according to Ofsted, (April 2017). We are currently oversubscribed and have a waiting list in most year groups. In 2015 we were identified as one of the top 50 most improved schools in the country. The Ofsted Report in 2017 mentioned 'Teachers feel valued, trusted and very well supported. Senior Leaders have assisted you in developing committed and hard-working staff, who are recognised by parents as "always going the extra mile" and beyond for students'.

The Harrow Way staff team is vibrant, hardworking, innovative and up for a challenge. The school enjoys a strong level of staff retention. Teaching and support staff work well together as a team. Furthermore, the parents and governors add further strength to the school. As a school community we expect the highest standards in teaching and learning. If successful in your application to join Harrow Way, we will ensure you have every opportunity to develop your skills. It's great fun, there is a real family atmosphere and a real buzz about the place. We are ambitious to improve further and so I hope that you consider yourself to be the person to help us continue to improve our performance.

This is a wonderful career opportunity to work in a school where kindness and goodwill go hand in hand to make it special. We also have a fabulous team of mentors and lead practitioners that make up our strong teaching and learning team. If this prospectus has inspired you, please do apply. If you would like to discuss the post or have a tour of the school before making an application you would be welcome. Please telephone or e-mail Tracey Roberts, our Personnel Manager. 01264 364533 – tracey.roberts@harrowway.hants.sch.uk



## Context

Harrow Way School is a highly successful community school. The school is a Level 2 'UNICEF Rights Respecting School'. We are oversubscribed in most year groups. We are a designated Lead School by CAS (Computing at School), and to hold the Secondary Geography Quality Mark (SGQM), awarded by The Geographical Association. We were also awarded the Teacher Development Trust Network Bronze award for the excellent work we do around professional development and are the first secondary school in Hampshire to be awarded the 'The BIG award' (for excellence in bullying intervention) The school is a strategic partner within the LEARN and Anton Teaching School Alliance.

## Care and Guidance

On entry to the school, students are placed in one of 7 mixed ability tutor groups. We believe in the personalised learning agenda to equally support and challenge all students.

## Curriculum

One of the school's aims is to provide a curriculum that is as balanced as possible within the limits of the constraints imposed by the Government. Accordingly, in Years 9, 10 and 11, all students follow a core curriculum which is supplemented by a range of subjects that they take following advice, guidance and consultation with their teachers and parents.

## KS3

Our students follow subjects broadly in line with the old National Curriculum guidelines. However, our curriculum is condensed into two years which reflects and enhances progress at KS2 by schools in our cluster.

## KS4

At KS4 our students follow a curriculum that is broad and balanced and maximises Progress 8 outcomes. Our students also have the opportunity to choose from a stimulating and extensive range of academic and vocational pathways. A 3-year programme at KS4 allows students to follow extra academic subjects as part of an enriched curriculum.

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“Over the last five years that I have been at Harrow Way I have been given multiple opportunities that other schools may not be able to offer. I enjoy every aspect of it!”

– Year 11 Student

## Investing in you

At Harrow Way CPD (Continuous Professional development) is at the very core of what we do. We honestly believe in this Dylan Wiliam quote: “Every teacher needs to improve, not because they are not good enough, but because they can be even better.”

There are a huge wealth of CPD opportunities at Harrow Way for both teaching and support staff. In April 2016 we were awarded with the Teacher Development Trust Network Bronze award for our CPD and are working hard towards the Silver award.

Here are just a few of the ways that we will invest in you and your career.

## Arriving as an NQT

- Weekly meetings with your mentor
- Half termly developmental observations
- Opportunities to observe excellent practitioners in your department and school wide
- Separate weekly programme with other NQTs and a professional mentor
- NQT accreditation through the LEARN Alliance (based at Thornden)
- A place on the ‘Good to Outstanding’ training course at the LEARN Alliance (ongoing training throughout the year)
- An IRIS Connect account that puts you in control of your professional learning and enables you to reflect on, analyse and share teaching and learning whenever it suits you

## For Experienced teachers

- Carry out Action research project as part of a Triad
- Apply for Specialist Leader in Education to share good practice with other schools
- Apply for the Aspiring Middle Leader course at the LEARN Alliance
- Apply for the Andover Area Middle Leader Programme (AAMLPL) and have a year of training across the Andover schools
- Support with obtaining a Masters/NPQML/NPQSL/NPQH
- An IRIS Connect account that puts you in control of your professional learning and enables you to reflect on, analyse and share teaching and learning whenever it suits you

## For Middle and Senior Leaders

- Support for new Middle Leaders on the AAMLPL. Areas such as developing teaching and learning, having difficult conversations and analysing data are covered
- Regular supportive and developmental line management from an experienced Senior leader to enable you to run a successful department/ year group and enable you to fulfil your career potential
- Support with obtaining a Masters/NPQML/NPQSL/NPQH
- An SLT secondment programme to help Middle Leaders to develop a more whole school outlook. This includes attending SLT meetings, work shadowing and working on a whole school project
- A comprehensive monitoring and evaluation calendar that enables Middle Leaders and Senior leaders to reflect on where the department is and how to improve further

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## Staff benefits

- All staff have a rigorous Induction programme that includes- having a buddy, Induction training throughout the year, bespoke training on areas that you choose
- Strong collegiate relationships in a school that many describe as a 'family'
- Access to staff workrooms and social areas
- Staff sport and exercise classes
- Staff social events
- Free tea and coffee and biscuits and cakes on a Friday
- Laptops to assist with lesson planning and teaching
- Opportunities to visit other countries such as Ghana, New York, Italy, France and Belgium on educational visits.





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