

THE HEATHLAND SCHOOL

APPOINTMENT OF DEPUTY HEAD (CURRICULUM)

The Heathland School is an exciting place to work. Our ethnic diversity provides a vibrant community atmosphere where all aspects of cultural heritage are valued and celebrated. For the last 25 years the school has been the most oversubscribed maintained secondary in Hounslow. With 480+ students we have the largest Sixth Form in the area. Mathematics and Science represent our traditional curriculum strengths. The 'Artsmark' and the breadth of our curriculum demonstrate we are equally successful in the Arts, Humanities and Social Sciences. We place great value on a wide range of enrichment activities which unfortunately this year have been curtailed due to the pandemic. The school has been able to recruit and develop talented and energetic staff for many years.

The Governors wish to appoint a candidate who is in sympathy with the ethos and philosophy of the school and has the ambition to strive for the highest standards from colleagues and pupils. The school was judged to be 'Outstanding' in the last two Ofsted inspections (2007, 2013). We are never complacent about standards and remain firmly committed to retaining this status. Our levels of achievement at GCSE and 'A' Level compare well with local and national standards. It is a matter of some pride that eight students gained admission to Oxbridge in 2020. Our full inspection report and recent results are available on our website: www.heathland.hounslow.sch.uk. The 'Heathland Highlights' featured on our website should provide a good impression about the character of the school.

The Heathland has an established and strong reputation in the local community. Our Governors have considered the potential benefits of academy status. However, as the financial incentive from conversion has receded, it is unlikely in the foreseeable future. The school's budget has shown a healthy surplus for most years. We have benefitted from considerable funding by Hounslow for capital improvements in the last ten years.

The SMT consisting of Headmaster and three Deputy Heads has operated an effective system of operation. This team is supplemented by three Assistant Heads on the Leadership Spine. Their respective responsibilities are Inclusion (Mrs Emma Turner), Learning and Teaching (Mr Paul Birch) and Progress and Intervention (Ms Fotine Constandi). The broader leadership team consists of SMT, Assistant Heads, School Business Manager, Senior HoD, Senior HoY and up to three Associate Members (middle leaders with reduced contact time). The Leadership team shares a number of general responsibilities: assemblies, visiting lessons, internal audits, interviewing pupils and a commitment to evening functions. Deputy Heads lead and chair significant meetings, are present at (and report to) meetings of Governors and are involved in staff appointments and promotions. The current Deputy Heads are: Mr Sapuran Gill (Senior Deputy Head), Mr Mike Rose and Mrs Julie Fahey. This appointment is required for September 2021 as Mrs Fahey is retiring in the summer. Mr Gill currently has responsibility for the curriculum, he will take over leadership of the Pupils team from September. Mr Rose will continue to lead the Sixth Form and manage support staff.

The new Curriculum Deputy Head will assume leadership of Heads of Department. Collectively Heads of Department are capable, responsive and very professional. The postholder will be responsible for the delivery and strategic development of each Key Stage,

management of the curriculum through the timetable and daily cover, all internal and external examinations. He/She will line manage staff who hold responsibility for key areas: Mr Matt Davies (Timetable Manager) and Mrs Kam Kundi (Examinations Officer). Most importantly, we will expect candidates for this post to have an astute awareness of how national education changes can be implemented to maintain the school's commitment to academic success.

Deputy Headship at The Heathland requires vision, energy, enthusiasm and excellent organisation. The post has proved to be a sound preparation for Headship: five former deputies are current Headteachers, a number of others have retired.

Deputy Heads have embraced a pattern of job rotation so that an application for Headship is strengthened through experience of all aspects of school leadership. The appointment will be at Spine Point 24 with progression to Point 28 subject to Annual Performance Review.

In their 'PERSON SPECIFICATION' the Governors consider 'ESSENTIAL QUALITIES' for the post:

- A university honours degree
- Evidence of significant whole school responsibility and positive impact
- A commitment to further the goals set out in the 'Mission Statement'
- An appreciation of the needs of a multi-ethnic school

'DESIRABLE QUALITIES' are:

- Successful experience in more than one school
- Present or previous experience in a school with a Sixth Form
- An understanding of timetabling

References will be requested on suitable candidates as we receive applications. Candidates who are long-listed will be invited to spend half a day in school before a formal interview day (to be arranged) and a short list of candidates will be invited to appear before a panel of Governors on the same day. Confirmation of the appointment is subject to safeguarding checks.

Applicants should complete an application form (from the school website) stating the names, addresses (including email) of two referees and include a letter of application (limited to two sides of A4 paper).

The deadline for receipt of applications is: Tuesday 9th March 2021

H.S. PATTAR
HEADMASTER

December 2020