

# Headteacher Recruitment Welcome Pack



# Thank you for taking an interest in our Headship...



Heatherwood School is a beautiful place to work and learn. Serving the needs of 84 amazing children and young people aged 3 - 19, Heatherwood has a strong track record of being a truly family focused school.

Since 2013, Heatherwood has been led by Lisa Suter, who has steered the school through a continual cycle of improvement to maintain its outstanding standards, whilst at the same time overseeing growth of around 40% of the school roll. Lisa is moving into a central Trust executive leadership role, and leaves a strong leadership team and school structure in place.

The school's most recent Ofsted report from December 2016 shows how strongly positioned the school was and remains to continually move forward, and we are now seeking an inspirational leader to take the torch from Lisa and lead Heatherwood into the next phase of its development.

Supported by an ethical MAT that has financial resilience and innovative approaches to supporting its schools be the best they can be, the new Headteacher of Heatherwood School will report to one of our Executive Regional Directors and fall under the oversight of the Academy Council, who work on behalf of the Trust Board of Directors.

We hope you find this welcome pack helpful and we look forward to receiving your application.

A handwritten signature in black ink that reads 'Warren Carratt'.

Warren Carratt  
Chief Executive

# Our story...

Heatherwood School meets the needs of 84 pupils, with the majority placed by Doncaster Council.

23% of our pupil population are eligible for Pupil Premium funding. Like all schools, attendance rates were significantly impacted by the COVID-19 pandemic, and we are continuing to work hard to reduce persistent absence.

We employ 59 staff, which equates to 50 FTE employees. The majority of these are teaching assistants, who play a key role in enabling pupil learning and meeting the personal care needs of our children.

The school has a permanent Deputy Headteacher and a strong middle leadership tier. We have a well balanced workforce in terms of experience and expertise.

The school has grown over the past few years in response to the needs of Doncaster Council, and we expect that growth to continue with the support and advocacy of Nexus Multi Academy Trust.



## Mission & values

We are seeking to develop a better tomorrow for all our learners through a holistic blend of quality first teaching experiences; and celebrating pupils' strengths along a highly personalised learning journey. We will achieve through the school values of:

- Communication
- Respect
- Innovation
- Passion
- Collaboration
- Celebration
- Professionalism; and
- Openness



# Our community

Based in Doncaster and close to the St. Leger Racecourse Ground, Heatherwood School sits in the middle of South Yorkshire with excellent transport links, being close to the M18 and A1, whilst also being only a few miles from the East Riding of Yorkshire, North Yorkshire and Lincolnshire.

We have excellent connections with the local community, and the Chair of our Academy Council is the parent of a former Heatherwood pupil.

We work closely with the other academies in our MAT, and with the other special schools in the city. We also have excellent relationships with our post-19 partners.



Gary Bullock

Chair - Heatherwood  
Academy Council



# Our curriculum

Heatherwood School believes the child to be the curriculum.

The curriculum is based on the following CORE principles:

The Care we give to all pupils, the Opportunities we facilitate, through Real life experiences and situations providing their right to an Education.

Through bespoke curriculum pathways: sensory, active, bridging and intentional, pupils' learning experiences are organised to form a personalised learning journey - through which the unique experiences, skills and abilities of each and every one is developed.

These carefully scaffolded learning opportunities provide pupils with the chance to apply their skills to real life situations, therefore promoting greater independence.

It is these same experiences that allow children to extend their understanding of the world around them; each child creates their own learning story to tell.

# Working with Nexus MAT

The Headteacher of Heatherwood School will be an employee of Nexus MAT and line managed by one of our Executive Regional Directors. The Board of Directors commission the CEO to ensure there are robust local governance arrangements in place, and the school has an academy council, which is accountable to the Board of Directors via the CEO. The school has an annual budget of £2.5m.

Operating across the South Yorkshire and Nottinghamshire regions, Nexus MAT is a growing Trust that has a strong track record of working in collaboration with schools to affect improvement. Since its creation, the Trust has grown to 15 schools with further growth planned for 2023-24. The Trust has opened two new free special schools and worked with local authorities to expand provision across all our special schools

The Trust has a Collaborative School Improvement Framework which outlines the pivotal, autonomous role Headteachers play in determining school improvement priorities and turning those priorities into actions.

The Trust does not operate a policy of workforce allocation/reallocation, with individuals moving only where this something they and the school support: in that regard, we place a high value on opportunity creation and, where the Trust can help to enable and facilitate this, we do.

The Trust adheres to the Burgundy Book for school teacher pay and conditions, and we also adhere to the Green Book for our non-teaching staff.

We have high retention rates across our schools, and our website includes a plethora of information to help inform why we are a successful employer of choice. We choose to publish an annual Workforce Engagement Statement, which summarises what we have done and are doing to support our most valuable asset.

All of our schools look and feel different: we don't have a corporate brand that we expect our schools to comply with. It's deeper than that. Rather, we have shared values that unite all our schools, and those schools are given the freedom and nurture to manifest their offer in diverse ways, rooted in the communities and families we serve and led by their Headteacher.

