



Farnham Heath End School

Information Pack for Applicants

Letter from the Headteacher

Dear applicant

Welcome to Farnham Heath End School. I know how important choosing the right school for the next stage in your career is and I hope that this booklet will provide an interesting and helpful insight into our thriving and successful school and help you with your decision making. I hope too that you

will join with us to make our school an outstanding place to learn. We are looking to appoint an outstanding Teacher of English. The governors of the school are very much in agreement that we should only appoint the very best staff and therefore there may be some flexibility in salary.



An outstanding community

I believe that every child has talents and, as parents and teachers, we need to identify, nurture and develop these so that every individual succeeds. Our core values of trust, respect, aspiration and high moral standards underpin our ethos of encouragement and achievement. We expect that all members of our school community will show the respect to others that they would like shown to them. We encourage students to become involved in our school community as much as possible through contributions to house competitions, community activities, taking increasing responsibility and participating in a very wide range of extra-curricular activities and trips.

Outstanding Learning and Teaching

Teaching and learning is at the very centre of everything we do at FHES. We have invested heavily in updating the learning environment in the school so that students benefit from bright airy teaching spaces and communal spaces. Our teachers are, however, the biggest area that we have invested in. From ensuring that all teachers receive regular training and development to ensuring that they remain at the top of their profession to only employing the very best staff, we believe that there is no substitute for well qualified and committed staff. As a school we will continue to work with staff to ensure that the quality of teaching and learning is of the very highest quality. Every member of staff benefits from an individually tailored CPD programme.

Outstanding behaviour



We are committed to the belief that a good education takes place in a secure and disciplined environment where students are healthy and safe. Learning is most effective when students enjoy what they do and feel valued. As a small school we are able to build positive relationships with our students and this is at the core of the outstanding behaviour seen at Farnham Heath End. Small class sizes ensure that teachers are able to spend more time with individual students in lessons. An average class will contain just 24 students. Ofsted had the following to say about behaviour in the school:

"Students are proud of their school and are keen to talk about what makes it different to other schools locally. Behaviour is good. There are few incidents of disruption of poor behavior. Leaders have established good systems to ensure a calm and orderly environment." Senior leaders are on duty every period of every day to support staff and to regularly monitor the quality of classroom practice.

Outstanding results and progress

Exam results are important and the majority of our students exceed their own and our expectations. We expect all students to work hard whilst in school and at home; so that each one of them realises their potential. Our results have continued to improve in recent years despite national dips in attainment.

I do hope that, after reading the information provided, you decide that FHES is the right school in which to develop your career and look forward to reading your application.

Yours sincerely

Nicholas Phillips
Headteacher



The Post

The successful applicant's primary role will be to deliver outstanding, engaging lessons to students in Key Stage 3 and 4.

We are seeking to appoint an outstanding teacher who has a great passion for their subject. The ability to enthuse students is a must.

The department is well resourced with 5 rooms all equipped with projectors and many with interactive facilities. Wi-Fi is available throughout the school and we welcome the use of mobile devices by students where appropriate.

Key Stage 3 English is delivered over two years and the department will share the responsibility for improving and modernising the schemes of work at this key stage.

We expect a lot from our students and we also expect a lot from our staff. However, staff feel supported and want to provide the highest possible quality of education for the students in our care. This is a good school in which to develop your career as your professional development is vitally important to us; many of our middle leaders have been promoted internally or have been promoted to leadership positions in other schools.

If you relish the opportunity to work in a good and improving school, are prepared to work hard and teach good and outstanding lessons, to go the extra mile for our students and are committed to your own professional development then this is the school for you.

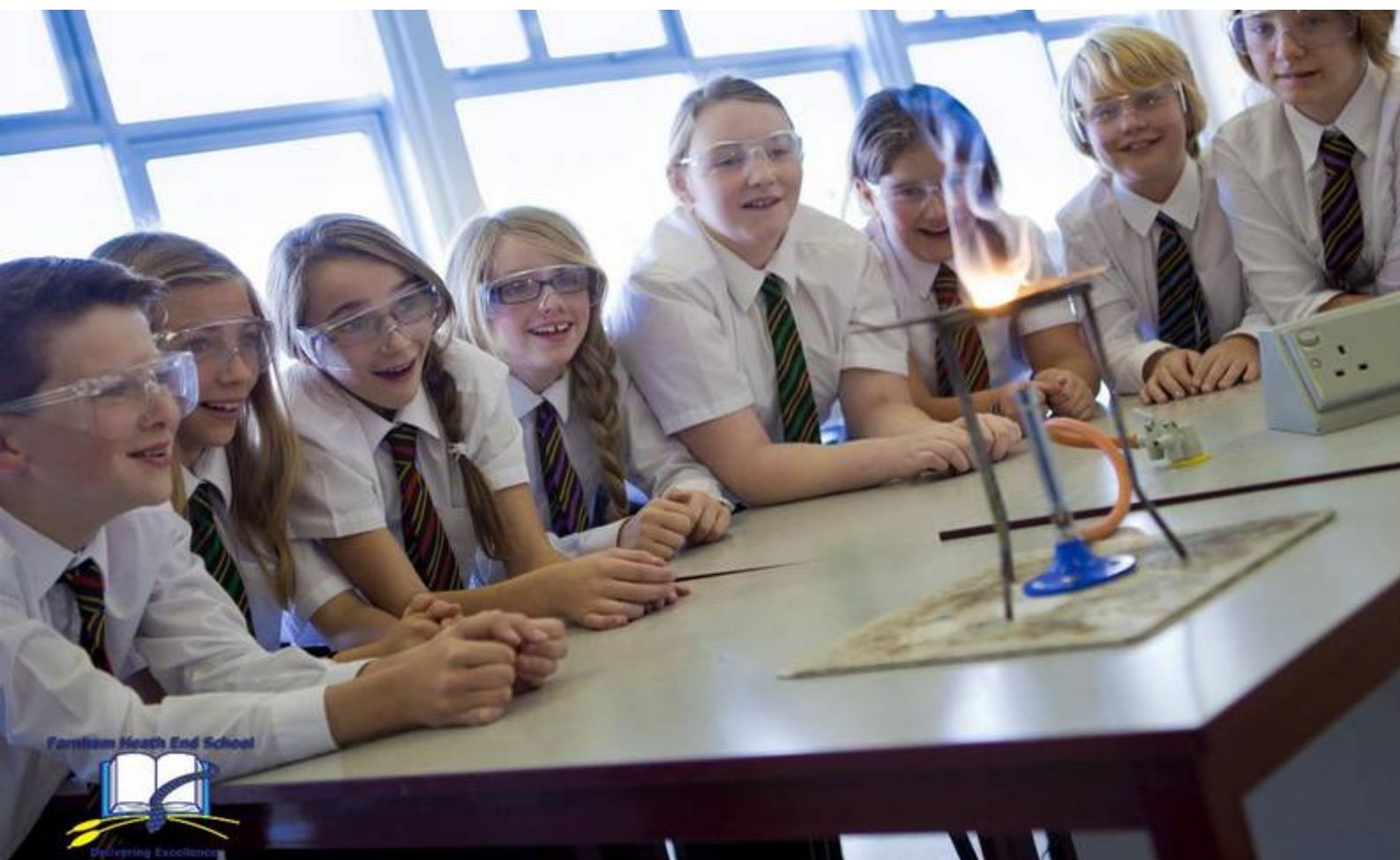
Applications should be via the school application form and a letter of application which should be no more than 2 sides of A4 paper outlining:

- your educational experience
- your educational beliefs
- why you are the candidate that we are looking for.

Appointment to this post is subject to medical clearance, an enhanced DBS check as well as references which will normally be sought prior to interview.

Application forms and supporting letters should be returned as soon as possible to Mrs Linda Mitchell, PA to the Headteacher, lmitchell@fhes.org.uk.

It is not possible to acknowledge all applications.



Working in Farnham

Farnham is a bustling lively town of over 38,000 people at the western end of Surrey, bordering on Hampshire. An old Geography market town, with many historical features, including its own 12th Century Castle, it is within easy travelling distance of London, Basingstoke, Alton, Guildford and the South coast.

There are many small businesses in the area, but people also commute to work in the city and towns in the surrounding area.



Farnham Heath End School is a thriving and successful oversubscribed mixed comprehensive school at the north east end of Farnham which is held in high esteem by the local community. We are a popular school with approximately 900 students on our current roll, taking between 30-35% of students from across the border in Hampshire.

Farnham itself is served, by three schools; Farnham Heath End School, All Hallows RC School, which takes from a very wide area, and Weydon (at the other end of town). Relationships between the schools, whilst competitive, are very good. The school has four main feeder primary schools – William Cobbett, Hale Primary, St Michael's CoE School and Potters Gate. Whilst there is a wide range of housing in the area, like any other part of south east England, accommodation is expensive. In September 2009, a nursery opened on site which has subsidised places available for the children of staff employed at the school.

Accommodation

Built in the 1960s Farnham Heath End School comprises mainly of a 4 storey tower block with two single storey wings. Our newest build, 21C, incorporates a very high level of the latest technologies which allows us to give large or small groups of students unique learning experiences. As well as playgrounds and fields, we have a 14 acre sports field and a flood-lit All Weather Pitch for school and community use. The pitch is managed by the school and enjoys extensive community use.

We believe strongly that environment influences the work of both staff and students and so over the past few years we have invested in the quality of our accommodation. All departments are located in specialist areas and we have carried out extensive refurbishment, although more still remains to be done. The school has the benefit of some outstanding facilities, which include purpose built Music rooms, Drama studio, Technology and Maths suites. All the laboratories and technology areas have been refurbished, there is a rolling programme of refurbishment.

Staff and Governors

Farnham Heath End School has been fortunate to remain fully staffed with specialists despite the difficulties in recruitment. Whilst there are probably many reasons for this, a key factor is that staff enjoy working at Farnham Heath End School and like its welcoming and warm atmosphere.





We are fortunate in having excellent quality teachers and non-teaching staff and the focus of all staff at the school is enabling great learning to take place. Children only have one chance at education and therefore we only recruit and retain the highest quality staff at FHES, we won't keep poor staff.

The Governors of the school, chaired by Mrs Jenny Spencer are our very supportive critical friends. A reflection of this is that they have moved from separate staffing and curriculum committees to form a single committee which focuses on the School Development Plan.

One of the Governors' priorities over the past few years has been to reduce the administrative burden on teachers so that they can focus their energies on teaching and learning. The school is therefore well staffed by support, administrative and technical staff.

Curriculum and Pastoral

"The curriculum is appropriately broad and balanced All students can choose to study a language (and a Humanities subject)." Ofsted 2012

One of our most important aims is to ensure that Farnham Heath End School is a pleasant place for students to learn and for staff to work. Staff joining or visiting the school frequently comment on how friendly, helpful and positive our students are.

We have a very effective system of student support and guidance based on a year system and tutor groups. All staff are attached to a House under the leadership of Heads of House as well as many of them being personal tutors to a group of students.

In Years 7 to 9 all students take Geography, Maths, Science, a Modern Foreign Language, Technology, Geography, History, Religious Studies, Art, Music, Drama, Information Technology, PSHE and Physical Education. A wide range of GCSE subjects are available in Years 10 and 11, including 2 Modern Foreign Languages, Technologies and separate sciences. The school also offers two BTEC courses at Key Stage 4.

Our Achievements

"Leaders have reflected on the challenges of recruitment and have wisely introduced a new approach to developing potential middle and senior leaders."

Having had our improvements recognised, we now have a mandate for further improvements and it is our intention that we aim for outstanding in all that we do; not because of Ofsted but because we believe that this is the least that our students deserve.

The school also has a very strong programme of extra curricular activities including sport, music, drama, foreign exchanges, ski trips, visits abroad and specialist clubs.

