



Heartlands  
High School



Information for Prospective Staff



## Why work for us

We opened as a new school in September 2010 in state-of-the-art facilities. We are now oversubscribed and a first-choice school for parents and students in the local community. Our intake is diverse and is a real reflection of the community that we serve. Our aspirations for this community are high and we want our students to have access to the very best education. In 2017 we were delighted to be awarded Teaching School Status as a reflection of our strength in growing teachers both through ITT and ongoing professional development.

Heartlands is a successful, well run school, with a warm supportive workforce, staff are friendly and collaborative, proud to work here and enjoy coming to school each day.

Staff hold leadership in high regard and believe the school is well-led. Our staff are our greatest asset and we work hard to ensure they are valued and developed to the highest of levels.

## Continuing professional development

Continuing professional development is a top priority at Heartlands. As a teaching school we offer a range of development opportunities for staff, including access to the Improving Teaching Program, Outstanding Teacher Program and the National Qualifications for Middle, Senior leaders and Headteachers. Year-on-year, staff here rate CPD as a key strength of the school, as Investors in People recognised in their 2016 report confirming the School’s Silver award status. Staff described how valued CPD was by leadership who provided good opportunities for development ‘... the senior management encouraged learning to be an everyday part of the school day.’

As well as those listed above we offer a range of CPD opportunities including:

- An NQT+1 program for those in their 2nd year of teaching
- Individualised coaching programs
- Preparing for leadership courses
- Teaching Shapes, a peer-to-peer development and observation programme
- Timetabled protected paired planning with a faculty colleague
- Access and supported use of the Iris Connect video-based learning platform.

“I feel I’m really well supported, there’s sessions in the morning you can join in. There’s Twilight sessions and good sharing. I’m doing my [qualification] which I started this year, it is about personal responsibility, not pushy, you can put yourself forward”



Simon Garrill,  
Executive Head Teacher



Elen Roberts,  
Head of School

## Initial Teacher Training

At Heartlands High School we are passionate about training teachers. We offer a full support package to trainees which focuses on high-quality mentoring and in-school training. We have experience of successfully supporting teachers through a range of programs working with partners such as Teach First, the Institute of Education and many other high-performing universities.

“The values are really strong here, it is something I noticed when I applied. It’s really clearly explained during induction. The behaviour system works well for most students and the whole approach is good”

## Ethos and behaviour

Heartlands has a strong and powerful ethos focused on ensuring all students and staff meet their full potential. We want our students to develop a commitment to learning through outstanding learning, outstanding partnerships and an outstanding ethos. We expect our students to achieve higher than the national average results and we support them in getting there.

We believe a strong ethos and good student behaviour is the key to good progress, and instils in students the will to succeed. Our ethos is captured in the acronym SEARCH; School Matters, Effort, Achievement, Character and High Aspirations. These values are non-negotiable and drive all we do and are core to our success.

Visitors to the school regularly comment on the calm and purposeful atmosphere in lessons and at break and lunch time; something we pride ourselves on. We have the highest of expectations and this is upheld by all staff.

## Staff benefits

The academy offers all its staff a range of benefits including:

### Appraisal

The opportunity to achieve enhanced increments for outstanding achievement and progress in lessons. We do not grade lessons, rather look holistically at a range of evidence to appraise staff.

### Employee Assistant programme

Free confidential information, support, counselling and advice – 24 hours a day.

### Cycle to Work scheme

Loan a bike and safety equipment as a tax-free benefit – saving on tax and NI.

### Computer scheme

IT equipment – saving on tax and NI.

### Childcare vouchers

Employees are exempt from paying tax and NI. You could save up to £100 per month.

### Eye care vouchers

Employees using a VDU can apply for a free eye examination.

### Employer pension contribution

Teachers’ Pension scheme (Teachers). Local Government Pension scheme (Support staff).

### Season ticket loan

Employees are entitled to apply for an annual, interest-free season ticket loan for travel.

### Health and Wellbeing Weeks

Access to a range of benefits including free flu jabs, exercise classes and special events during the week.

### Private Health Care Plan

We offer the Level one Bupa Cash plan to all employees.



## Plan on a page

Leadership and management	Outcomes for pupils	Personal development, behaviour and welfare	Learning and teaching
Improve the information provided to governors to ensure Senior Leadership Team (SLT) are given robust challenge in relation to student progress	Secure high levels of attainment and progress in English to remain in the top 5% for progress	Ensure pupils are exceptionally well prepared for the next stage of their education, training or employment	Teaching that ensures the progress of every child: no one is left behind
Ensure leaders and governors have a deep, accurate understanding of the school’s effectiveness	Secure high levels of attainment and progress in Maths (75% average and 50% of students making good progress)	Ensure 100% opt-in through consistent use of school systems	Teaching that engages every mind positively to ensure 100% of students opt in
Ensure that the SEARCH ethos has an impact on progress	Ensure good progress in Science (75% average and 50% of students making good progress)	Improve consistency in tutoring to ensure progress for all	Teaching supports and challenges all students to make progress in every lesson
Teach a curriculum that ensures outstanding progress	Secure high levels of attainment and progress in Business (75% average and 50% of students making good progress)	Improve attendance to over 96%	Ensure all home learning is challenging and deepens students’ understanding of work to come
Ensure that communication allows parents to effectively support their children to make progress	Ensure consistency: develop all departments (75% average and 50% of students making good progress)	Make sure students know where they are in learning, what they need to do to improve and that they are self motivated to get there through use of PLCs	Teachers seek development through the opportunities offered by the school, and beyond, to ensure student progress
Ensure that teaching school status is a success	Ensure good progress within Technology (75% average and 50% of students making good progress)		
Ensure that support staff deliver outstanding progress for students at all levels	Ensure good progress within PE (75% average and 50% of students making good progress)		
Ensure the urgency of leaders in securing precise intervention	Ensure good progress within MFL (75% average and 50% of students making good progress)		
	Build on previous results to secure high levels of attainment and progress in Computer Science and ICT (75% average and 50% of students making good progress)		
	Ensure greater consistency throughout the Humanities faculty; developing all departments (75% average and 50% of students making good progress)		

# Application process

Applicants are requested to read the information carefully, especially the job description and person specification. Please ensure your application satisfies all the criteria in the person specification and you display evidence of this. Please specify the role that you are applying for, and also ensure that you have a covering letter addressed to the Executive Headteacher, Mr Garrill, as part of your application. Please ensure you have completed the reference section with TWO referees. Please note that:

The first referee should normally be your present

or most recent Headteacher or equivalent person.

If you are not currently working with children, please provide a referee from your most recent employment involving children.

Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is 'time expired' and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people

writing solely in the capacity of friends.

**Once you have completed your application please print, sign and return either by post to:**

Maria Levenson  
Heartlands High School  
Station Road, Wood Green  
London, N22 7ST

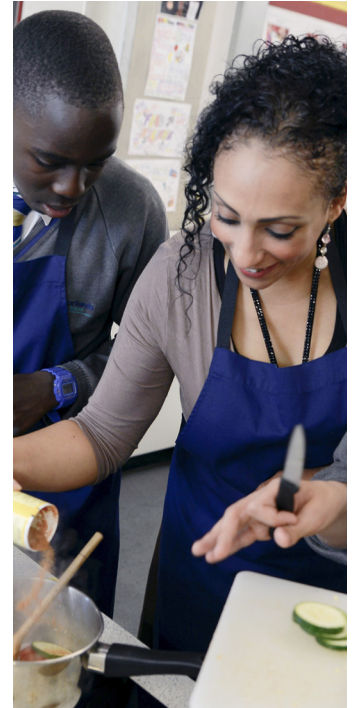
**Or email to:**

[hr@heartlands.haringey.sch.uk](mailto:hr@heartlands.haringey.sch.uk)

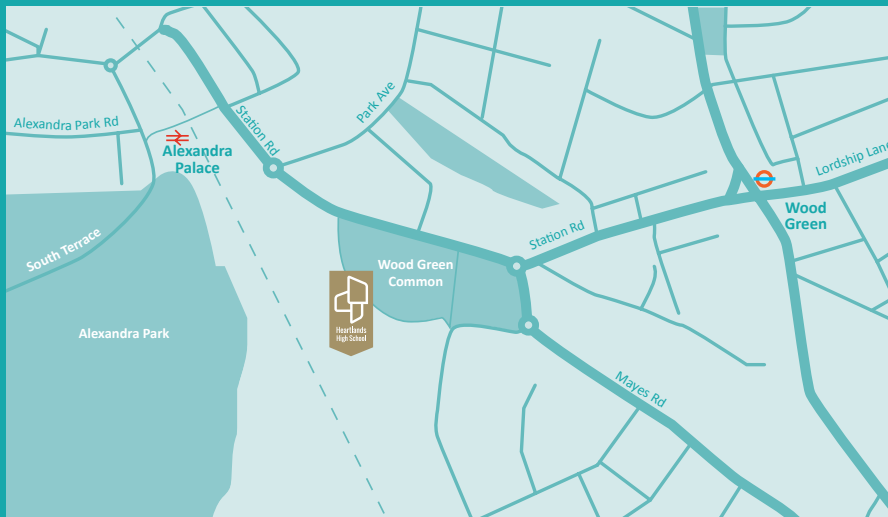
If you have any questions please contact Maria:

[maria.levenson@heartlands.haringey.sch.uk](mailto:maria.levenson@heartlands.haringey.sch.uk)

T 020 8826 1230



## Contact



Heartlands  
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Heartlands High School,  
Station Road, Wood Green,  
London, N22 7ST

T 020 8826 1230 F 020 8826 1231

E [office@heartlands.haringey.sch.uk](mailto:office@heartlands.haringey.sch.uk)

W [www.heartlands.haringey.sch.uk](http://www.heartlands.haringey.sch.uk)

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