



APPLICATION PACK DIRECTOR OF SIXTH FORM





Dear Applicant

Thank you for your interest in the post of Director of Sixth Form at our School. This is a new post, created by the Governing Body in recognition of the crucial role of providing strategic direction to the Sixth Form, thereby improving the life chances of our students. The School has secured a top 10% progress score, as measured by value added, for the past four years and the successful applicant will play a key role in repeating this at Post 16.

Heston is a high performing, fully inclusive and comprehensive Community School, with approximately 1250 students including 270 in our Sixth Form. Occupying approximately ten acres, adjacent to Osterley Park, the School boasts its own leisure centre and fantastic sports facilities, including several multi-surface pitches and a specialist Centre for the Hearing Impaired, serving Hounslow and the surrounding Boroughs.

This is an exciting time to join the Leadership Team with a new Headteacher and the inclusion of Directors for Mathematics, English, Science and the Sixth Form. Student Outcomes at the School are strong at KS4 and improving at KS5, providing the successful applicant the opportunity to make immediate and measurable impact.

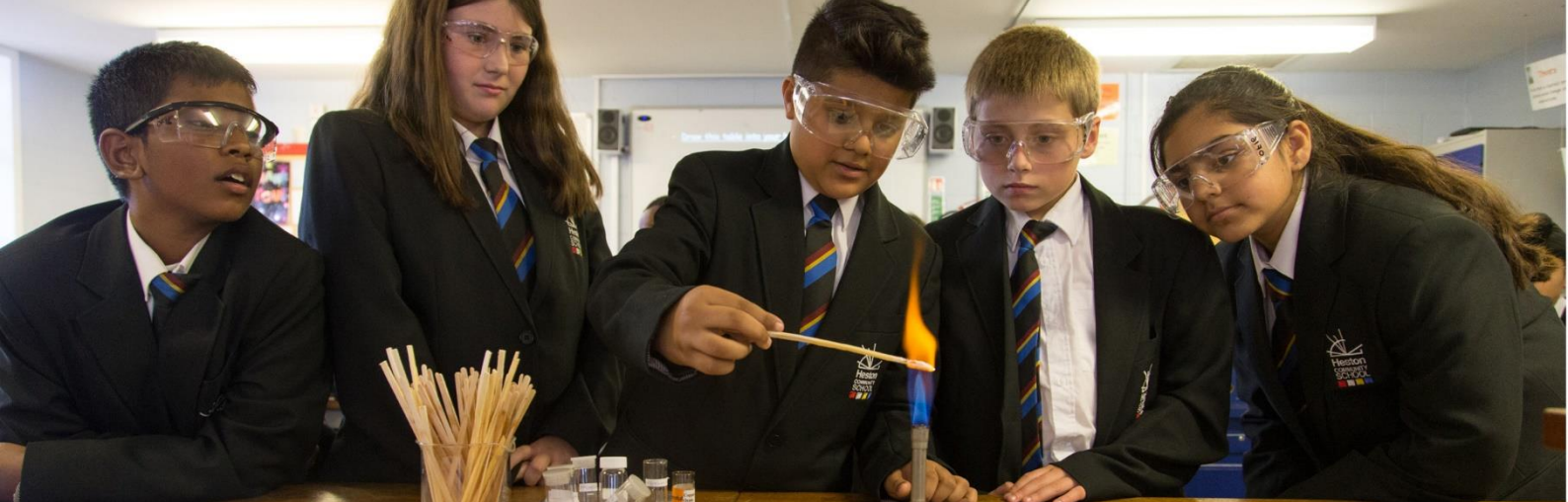
I trust that the advert and person specification make clear that, first and foremost, we are looking for an exceptional Teacher of any discipline who can demonstrate a strong track record of delivering excellent academic outcomes - a colleague who can build a cohesive team and develop the learning culture in our Sixth Form.

As with every application pack, it is near impossible to capture definitively the nature and character of the School or the full extent of the role for which you are applying. However, the key qualities that we are looking for in every leader are intelligence, integrity and a capacity for sustained hard work - professionals that never shy away from rolling up their sleeves to ensure that no member of the School community ever feels that they must work in isolation.

Though I appreciate it is not always possible, I would encourage you to visit the School prior to making an application, to see for yourself the community of staff and students you would join. I am confident that you will experience what many of our visitors comment on: 'Students enjoy coming to school, work hard and have excellent relationships with their teachers.' [Ofsted 2016]

Yours sincerely

Mr Ranjit Berdesha
Headteacher



Heston is a high performing School that consistently achieves a Value Added score that places it in the top 10%, or better, of schools nationally. The tables below provide a summary of our Key Stage 4 and 5 examination results

KEY STAGE 4

Progress 8 Score	2015	2016	2017
Whole School	0.74	0.47	0.80
English Element	0.49	0.23	0.78
Maths Element	0.22	0.09	0.72
EBACC Element	0.85	0.7	0.87
Open Element	1.13	0.67	0.71
Attainment			
9 – 4 EM	55%	64	76%
9 – 5 EM			50%
5+ Standard Passes Incl. EM	55%	68%	74%
5+ Good Passes Incl. EM			50%
Ebacc	19%	42%	27%

KEY STAGE 5

A* - B	47%	47%	36%
A* - C	77%	73%	67%
A* - E	98%	98%	97%
Vocational Average Grade per entry	Distinction*	Distinction*	Distinction*



VISION AND MISSION

A learning community that provides a safe and nurturing environment, with high expectations, which creates ambitious, resilient, responsible and successful young adults, able and willing to contribute to society. In this community, all stakeholders are valued and contribute to the future success of the School.

Our mission is to instil, in all stakeholders, a passion for lifelong learning and the courage to learn from mistakes.

SIXTH FORM PROVISION

Heston Community School's philosophy that every child matters is reflected in our Post 16 provision. The School offers a wide range of A Level and Vocational options. In addition, students who need to re-take GCSE English and/or Mathematics are catered for. Community Service is an integral part of Sixth Form provision. It provides all Sixth Formers with an opportunity to contribute and develop an understanding of their rights and responsibilities as young adults. The coming year will see students supporting Heston's Learning Community within Lower School lessons or at local Primary Schools. The School can boast a flourishing DoE programme with almost 50 Sixth Formers participating at Bronze and Silver level.

STAFFING

The Post 16 Team is led by a Director of Sixth Form who is supported in this role by two Learning Coordinators and a Private Study Supervisor. The Pastoral Team also includes eleven Tutors drawn from across the curriculum. New staff are offered an Induction Programme to facilitate their entry into the life of the School and the community and there is a tailored one year NQT Induction Programme.

CURRICULUM ACCOMMODATION

The Post 16 Team occupies the Sixth Form Centre in the Osterley Building which includes a suite of designated Private Study facilities with ICT capacity for 45 students. Within the Sixth Form Centre, offices and a Meeting Room facilitate the work of the Team and tutors.



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