



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 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

1. To ensure high quality outcomes for students in examinations and throughout school life	2. To ensure the highest standards in personal development, behaviour and welfare for students	3. To ensure a broad curriculum for students supported by high quality teaching and learning	4. To ensure high quality business and support services that support pupil progress
Ensure all students make outstanding progress with no gaps for underperforming or vulnerable groups	Develop actions to improve the safety and welfare of young people outside of school	Improve consistency of Feedback	Improve the quality of customer service
Improve progress in English	To reduce exclusions by improving and expanding in school interventions and use of partner organisations.	Improve students oracy and spoken language	Develop a strategy to balance the budget in preparation for 2019/2020
Build on strong progress in mathematics and ensure better attainment at Grade 5	Deliver an outstanding whole school mental health support program	To promote and teach self regulated learning	Ensure a clear transition to a new MIS by April 2019
Improve progress in Combined Science	Secure attendance of 96% and reduce lates to school	Review and improve all curriculum plans.	Ensure that the environment of reflects aspiration and excellence
Build on strong progress in History and ensure positive progress in Geography, sociology and Humanities	Deliver a pastoral support programme to promote academic excellence and outstanding character	To develop the role of the extended leadership team in promoting exceptional teaching across the school	Deliver a strategy to ensure the high quality in IT services to support learning
Build on strong progress in PE and Sport Studies	Ensure all students have access to, and participate in enrichment	To deliver a high quality programme of school to school support, CPD and ITT through the teaching school	
Build on strong progress in Computing and IT	The extended leadership team to lead all staff to embrace and promote the SEARCH for SUCCESS ethos		
Build on strong progress in Business		Develop a culture of research based innovation	Improve the quality of customer service
Improve progress in Art, Music and Drama		Ensure teachers have the appropriate range of skills to deliver A Levels	
Build on improvements made in MFL to bring attainment in line with national averages and to achieve a positive progress score		To develop a School Staff well-being plan	
Improve progress within Technology			

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

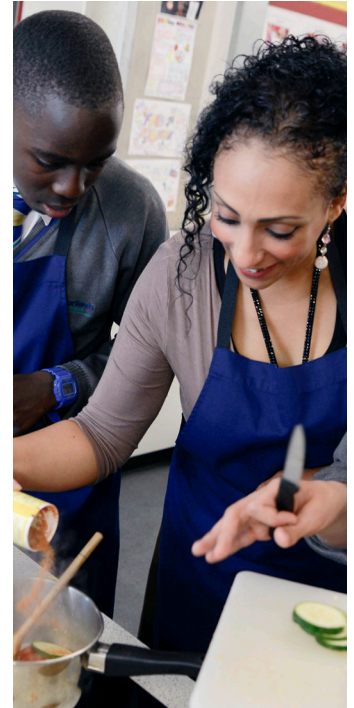
Or email to:

hr@heartlands.haringey.sch.uk

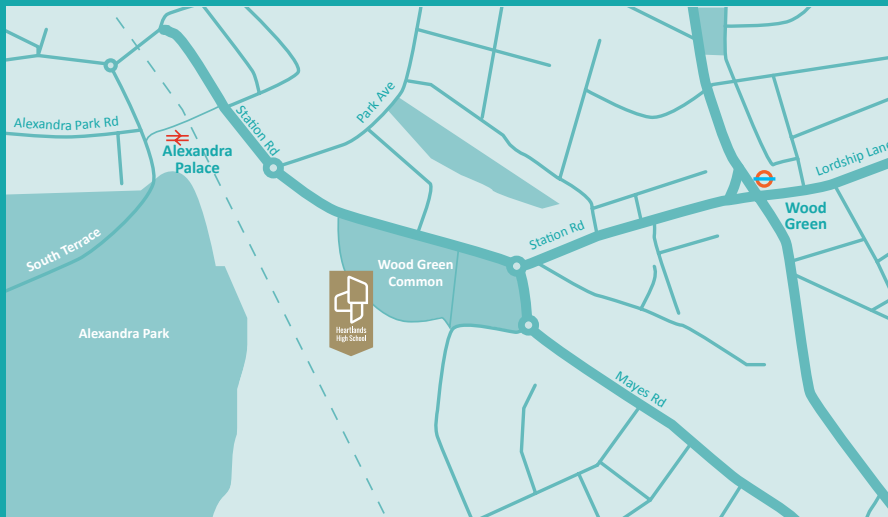
If you have any questions please contact Maria:

maria.levenson@heartlands.haringey.sch.uk

T 020 8826 1230



Contact



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