WEST HERTS COMMUNITY FREE SCHOOLS

... FOR A BETTER FUTURE

CANDIDATE INFORMATION

Ascot Road Community Free School
Jupiter Community Free School
Lanchester Community Free School



West Herts Community Free Schools

… for a better future

West Herts Community Free School Trust (WHCFST) is a new and innovative multi-academy trust of three free schools in West Hertfordshire which opened in brand new buildings in September 2014.

Two of the schools are in Watford and one in Hemel Hempstead. The trust is made up of people with a common and driving purpose who believe strongly that good academic and social achievement are a child's key to a successful future and choices about adult life. The trust board is a mixture of educational professionals and partner institutions including the University of Hertfordshire and each school has a local governing body.

Our main aims are to improve the lives of local children and families and to rank amongst the highest performing schools both locally and nationally. All our children know when they enter school that they are on the road to college, university or a good job and the nature of education in the schools leads to impeccable learning behaviours and exceptional achievement. Our schools are inclusive and welcome all from the local community including those with special needs.

We believe that a strong foundation in literacy and mathematics is crucial. Partly for this reason but also to develop confident learners with the right skills we have classes of twenty in reception and year one.

Our schools are still growing with the opportunity for staff to influence the future as well gain excellent professional development across the trust. We want to attract both new and experienced teachers. We grow leaders – many of our young staff have already developed and now hold middle or senior leadership posts as well as new professional qualifications.



What do we offer?

Your working environment

- Brand new buildings with state of the art equipment
- Attractive well-lit classrooms with an excellent range of learning resources

The educational environment

- Schools with specialisms in science and technology and where Spanish is taught from day one
- Free school curriculum freedom – a blank canvas to create the curriculum
- Free school opportunities for innovation – the opportunity to carry out research and 'try' new things
- The opportunity to set up new classrooms, departments and subject areas
- The opportunity to develop your own passions and expertise in a less formal setting as part of our extended learning programmes
- The opportunity to develop your skills in making judgements and asking challenging questions in a safe environment in another trust school
- Fulltime learning support practitioners (TAs) in all classes
- High level of involvement with parents and the community



For you personally

- Personal portfolio development for teaching staff and learning support practitioners with the opportunity to develop your career across the trust in any one of the schools
- The chance for strong and rapid professional growth with the opportunity for secondments, internments and promoted posts across the trust as well as the opportunity to shadow middle and senior leaders
- Joint training, best practice and moderation across our schools as well as training opportunities beyond the schools
- High level of support for managing children with learning difficulties and challenging behaviour
- A nursery voucher scheme and priority childcare places in the attached nurseries
- A staff wellbeing programme including the opportunity for up to two weeks term time leave
- We are intending to admit the children of staff to the schools

What do our staff say?

During my NQT year I have received inhouse training and attended courses. The support I have been given by the senior leadership team has been outstanding – they have allowed me to flourish as a teacher and find my teaching style.

As an LSP now training to become a teacher I feel extremely lucky to be in a school which works as such a community and know that the support I have been given has helped me develop personally.

The school supported me to complete a National Professional Qualification in Middle Leadership.

Working as part of the WHCFST finance team is always fast paced and diverse. Having colleagues who work in the other schools is really helpful for support and sharing best practice.



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