



Candidate Briefing Pack 2022-2023



Welcome from our Headteacher

Dear Candidate,

Thank you for your interest in the post of Teacher of Biology here at The Heathland School. It gives me great pleasure to write to you as the Headteacher of our School. All children deserve a great school on their doorstep and our talented and committed staff play a pivotal role in enabling our young people to become those who develop;

Whilst the educational landscape and the way schools are organised and led are constantly changing, the foundations of The Heathland School and its long-standing traditions have not. The 'Heathland Experience' has benefitted generations of past pupils since the school opened in 1973. Over the years we have consistently been placed in the top 5% of all schools for pupil progression from Years 7 to 11.

The Heathland School offers an enriching and meaningful curriculum, enabling pupils to achieve their best qualifications, growing their confidence and developing a love of learning. At the heart of our ethos is a 'Commitment to Excellence'. We have always set high standards for achievement in an environment where pupils demonstrate courtesy, self-discipline and respect for each other. The Hallmark of a great school are great results. A place where great teaching and learning is routinely part of the DNA of the school. We have an exceptional and long track record of university successes for our Sixth Form students, including Oxbridge and Russell Group universities.

This role comes at an exciting time, and we are filled with great optimism, and working in partnership with the Governing Body and the Local Authority together with Heathland Leadership Team (HLT), teachers, support staff, parents, carers and pupils.


Communication is paramount in this role and our foci has been to insist upon accurate, transparent, clear and positive messaging in all of the work that we do. We have a framework for both staff and pupils and these Principles of Excellence provide a benchmark for our high aspirations and high expectations.

Pupils feel safe and enjoy school. Every child is an individual and is entitled to an encouraging and optimistic diet of teaching and learning. We have a continued focus on reducing the disadvantaged gap whilst continuing to challenge the most able.

We are seeking someone who is committed, enthusiastic and keen to support our young people to strive for excellence and be the best version of themselves. Being a team builder and team player is an integral part of The Heathland School, which will offer you access to the resources and support you need.

We are very proud to be a diverse and inclusive community and we want every child, young person and member of our staff, regardless of where they are from and who they are, to thrive and believe that they can and will achieve great things. As an employer, we are committed to fairness and opportunity, and within the School, we proudly promote and celebrate the Heathland culture and ethos which is genuinely diverse and inclusive.

I very much look forward to hearing from you.



Mr J.M Rose
Headteacher

Our Mission

Committed to Excellence

Central to our mission statement is our firm belief that students learn best within a secure, well-disciplined learning environment that provides a broad and balanced curriculum. We challenge our students to become ambitious learners who strive for excellence and the highest levels of achievement across all school life. In order to achieve this we will:

- Provide an environment where individual learners thrive as confident, independent and informed citizens of the future
- Celebrate and value the diverse nature of the school community and ensure our core values of respect, tolerance and empathy underpin all we do
- Ensure our learning and teaching responds to curriculum development in an exciting and innovative way
- Work in close partnership with parents to unlock their children's potential
- Develop all students' understanding of the importance of safe and healthy lifestyles
- Promote a vision of science and mathematics which gives all our students and the wider community the opportunity to excel

Our Goals:

- To promote high achievement and outstanding academic success
- To prepare students for their future life and role in society
- To involve students and parents in the life of the school
- To foster a sense of community and traditional values based on discipline and mutual respect
- To provide an orderly, attractive and stimulating environment
- To be a leader in meeting the challenges of the future

To Achieve These Goals:

- Provide effective leadership
- Seek continuous improvement
- Provide a broad, balanced and challenging curriculum
- Recruit, retain and motivate a highly qualified, committed and caring staff
- Uphold the school's Behaviour Policy and Code of Conduct

*'The warm and good-natured environment of the school enables excellent learning in every lesson'.
'Teachers are encouraged to deliver a combination of tried and tested, and innovative, methods of teaching, in order to achieve excellent learning on a regular basis'.*

Head of Department

Principles of Excellence

At The Heathland School, we want children to have an inspiring and challenging learning experience in a well-ordered environment that engenders a love of learning. We believe that all students possess unique skills, abilities and aptitudes and all have an entitlement to access a broad, challenging and appropriate curriculum. High quality and creative teaching by dedicated professionals with strong subject knowledge lies at the heart of our academic success. Central to all great teaching practice is teachers using the most effective pedagogies to ensure that pupils have a positive and fulfilling learning experience.

In order to implement excellent and effective lessons at The Heathland School, there are key principles of learning that should inform the planning and delivery of a lesson. These principles are enriched by the approach of Barak Rosenshine and understanding of learning process through cognitive load theory. There is no one way to teach an excellent lesson, and we recognise, value and celebrate our autonomy as teaching professionals and this is always focused on delivering the highest quality learning for the students in our care. Our teaching principles of excellence, and our student principles of excellence provide a guide for enabling effective student learning in lessons.

Before the lesson:

Preparation

Long term goals, and the sequence of learning are carefully planned. Consideration is given to cognitive overload and opportunities to respond to feedback. Resources are challenging and flow well.

Organisation

All lessons have appropriate seating plans. Teachers have an excellent understanding of prior attainment and individual needs in order to support learning and plan effectively.

Quick Starter

Teachers greet students warmly at the door. The title, topic, and date should be shown visibly on the board. The students complete a starter activity as soon as they enter.

Big Picture

Learning intentions/objectives/journey are explicitly shared. Why are we learning this, and how will today's learning fit into the bigger picture (*with what has been learnt already, and what will be learnt next?*)

During the lesson:

Practice

Teachers provide opportunities for independent and substantial practice that is focussed and challenging. Subject knowledge and curriculum skills are secured before moving forward.

Model

Live worked examples and prepared examples will be used to give students a clear idea of excellence.

Explain

Teachers will chunk information so as not to cognitively overload students. Clear instructions and high expectations for work lead to progress. Teachers should use powerful analogies and diagrams to support this.

Question

Teachers use a variety of highly skilful questioning to clarify misconceptions and enhance learning. High participation strategies, like think-pair-share, ensure all students are engaged and are thinking. A high success rate will demonstrate appropriate stretch and challenge.

Strong Finish

Teachers ensure work is well organised before the lesson ends. Lessons have calm and purposeful exit routines to support secure transition between classes.

After the lesson:

Reflect

What were the successes? What will you adapt? What will you happily continue? What will you share with colleagues?

Feedback

High quality feedback is given to students to enable the next steps of improvement. *What needs more practice next time?* Teachers plan future lessons accordingly.

Homework

Purposeful homework is set that helps students learn, recall and extend work completed. This enables excellent progress in and outside the classroom.

We have the highest standards and expectations built on our traditional values. Students are provided with clear boundaries and self-belief which allows them to learn and behave exceptionally well. Pupils feel safe and a calm and purposeful atmosphere around the school enables our children to achieve their best, grow and flourish.

Student Principles of Excellence

High quality learning by dedicated students is facilitated by teachers with strong subject knowledge and who care deeply about supporting children in school. Mutual respect and hard work lie at the heart of our academic success. The Heathland students are always willing to go the extra mile to excel and grasp the many opportunities in school in order to develop a love of learning.



Behave exceptionally well: respecting all others, including yourself, around the school. A calm and purposeful atmosphere around the school enables everyone to achieve their best, grow and flourish.



Organisation

Arrive to school and lessons on time.

Wear your uniform with professionalism and pride: inside school and when travelling to and from school.



Preparation

Ensure you have all the equipment, books and stationery you need for the day.

Complete homework to the best of your ability in good time.



Quick Starter

Arrive to lessons punctually.

Greet your teacher politely and with a smile.

Get straight to work and write the title and date down.



Big Picture

Think about how what you are doing in lessons links to what you have already learned.

Make sure you understand how the lessons link together.



Explain

Listen carefully to teacher explanations.

If you are unsure about what you need to do you should ask.



Model

Use the examples provided by the teacher and examined in class to understand what excellent work looks like and to ensure you are using the correct and accurate methods and processes required.



Practice

Make the most of your time in lessons by working hard and practicing. Always try your best. You should push yourself and seek out challenge.



Question

Participate in your class. Learning doesn't happen to you; you have to be part of the process.

Give detailed and well explained answers.

When speaking to the class project your voice demonstrating confidence and self belief.



Strong Finish

Make sure your work is finished to a high standard and carefully organised.

Leave your classroom tidy. Calmly exit your lesson and get to the next lesson promptly.



Homework

Make sure you record homework clearly and give yourself clear reminders about it.

Spend the right amount of time doing the best work you can outside of school.



Feedback

Listen to and read your teachers' feedback carefully. This will help you to correct mistakes and improve your work for next time.



Reflect

What were the successes in the school day? What did you enjoy? What do you want to be better at tomorrow?

Why Work at the Heathland School?

We are proud of our people. Working in education is not always an easy task. We see the effort, the creativity, the hours our staff put in. We show our appreciation by:

Providing Talent Development Opportunities

We want the best people to join the Heathland community because they are dedicated, talented and want to make a difference to children and young people. We offer an excellent programme for external and internal professional development, including an extensive in house yearly internal promotions to support career progression, including secondments.

Workload

We have a clear focus on prioritising teaching in the classroom and regularly review the work load of our staff. For example we have removed time consuming subject reports and each department has a bespoke marking policy. All departments have dedicated administration support and/or department technicians reducing workload. There is a generous non-contact time to ensure staff have sufficient time for planning and preparation.

Providing a Good Pension

When you join the Heathland community, you can join an excellent Pension scheme, either the Teachers' Pension scheme or the Local Government Pension Scheme depending on your role.

Offering Flexible Working

We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements. We are able to consider all requests for flexible working after 26 weeks of continuous service.

Supporting your Health and Wellbeing

Balancing everyday life with the requirements of work and home can create pressures for all of us. Work is a large part of people's lives. We support a healthy work environment that is conducive to a healthy lifestyle. All employees have free access to a 24-hour confidential counselling service, designed to help support our staff.



"The students are aspirational and work hard to succeed. There is always someone you can go to for help or support".

Senior Deputy Head of Year

Why Work at the Heathland School?

Staff Discounts

The London Borough of Hounslow offers employees a number of benefits including arrange of discounts and exclusive offers with local and national companies, including theatre offers, discount on gym membership, childcare vouchers, healthcare services and cash-back plans.

Location

We are located 40 minutes from Central London connected by Hounslow Overground Station the Piccadilly Line, are within close proximity to the M4 and we are 11.4 miles from Central London.

We have free secure parking for all staff on site.

We also provide

- ✓ Exceptional facilities at all key stages with specialist classrooms offering Technology and a wide of resources (including visualisers for each member of staff)
- ✓ The use of excellent ICT facilities
- ✓ A dedicated whole staff wellbeing programme
- ✓ Recognition for staff 100% attendance
- ✓ Superb on site fitness suite & staff shower facilities
- ✓ Resources Centre available for staff and students providing stationary and display materials
- ✓ Exceptional catering facilities providing a range of freshly prepared meals at reasonable prices, there is no charge to staff supervising a club/activity at lunchtime
- ✓ Staff social committee providing social events throughout the year
- ✓ A variety of freshly prepared meals by our chef provided during INSET days and Parents' Evening
- ✓ Complimentary tea and coffee at break time and for events

"Our staff are dedicated, passionate and supportive, enabling our students to thrive and achieve high aspirations and our students are well mannered, hard working with a desire to be successful"

Deputy Headteacher