



APPLICATION PACK

ASSISTANT HEADTEACHER –

SENC_o





Dear Applicant

Thank you for your interest in the post of Assistant Headteacher at our School. The School has secured a top 10% progress score, as measured by value added, for the past nine years and repeated this performance for the last five years at Post 16.

Heston is a high performing, fully inclusive and comprehensive Community School, with over 1300 students including over 300 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 for an experienced SENCo to join the Senior Team to develop their understanding of whole school leadership. You will lead provision which supports students with their academic, personal and social development. The role is very demanding and equally rewarding. You will be supported by a wider team of support staff to deliver high quality first teaching, in line with the SEND Code of Practice.

I trust that the advert and person specification make clear that, first and foremost, we are looking for an exceptional teacher who can demonstrate a strong desire to deliver whole school improvement - a colleague who can support, encourage and inspire both staff and students to build a cohesive school community.

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 colleague 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 and the recent OFSTED inspection commented on:

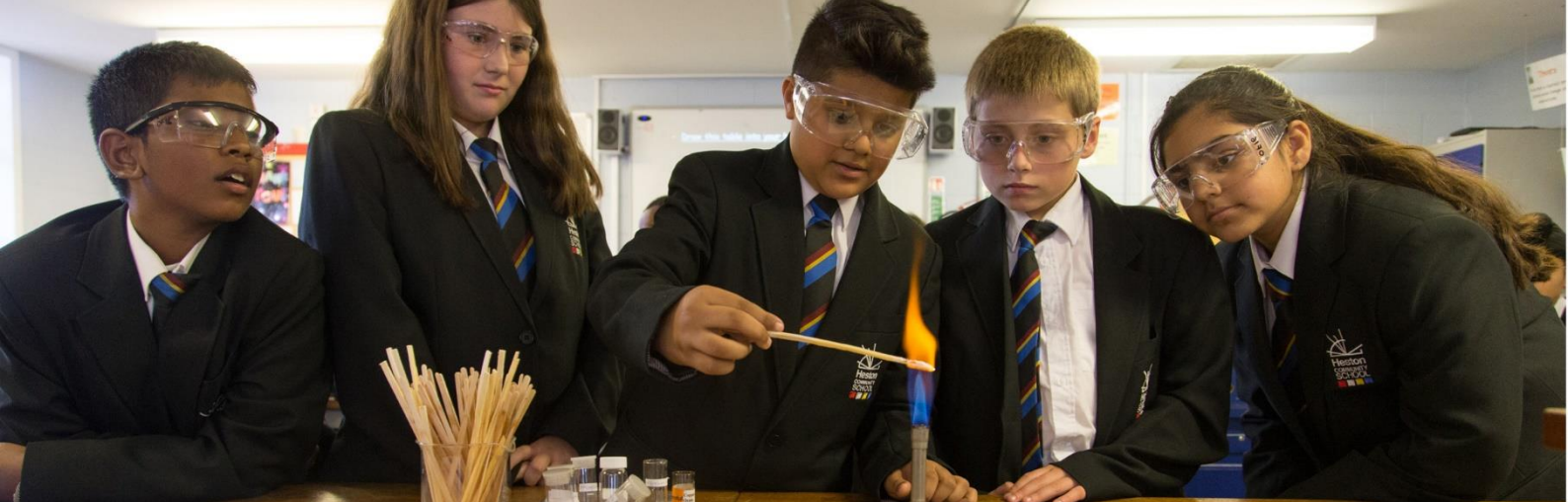
'Pupils speak proudly about 'Hestonian values', such as kindness, honesty, resilience and equality. These values are embedded in the day-to-day life of the school. They provide a shared language for teachers and pupils, inspiring them to be the best that they can be. As a result, pupils' behaviour and attitudes to learning are exceptional.' [OFSTED December 2022]

'Pupils behave exceptionally well in lessons and listen carefully to teachers' explanations. This has a very positive effect on their learning. They enjoy warm and positive relationships among themselves and with their teachers.' [OFSTED December 2022]

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	2018	2019	2020*	2021**	2022	2023
Whole School	0.68	0.80	--	--	0.56	0.46
English Element	0.65	0.84	--	--	0.57	0.78
Maths Element	0.79	0.79	--	--	0.72	0.47
EBacc Element	0.95	1.12	--	--	0.74	0.58
Open Element	0.40	0.47	--	--	0.29	0.31
Attainment						
9 - 4 EM	71%	73%	76%	75%	77%	73%
9 - 5 EM	51%	53%	60%	51%	60%	52%
EBacc [Strong Pass]	28%	24% [4.71]	35% [4.94]	38% [5.12]	30% [4.85]	31% [4.54]

KEY STAGE 5

A* - B	51%	45%	57%	66%	67%	66%
A* - C	81%	77%	81%	86%	87%	85%
A* - E	99%	99%	99%	99%	100%	97%
A Level ALPS Score	2	3	1	1	2	2

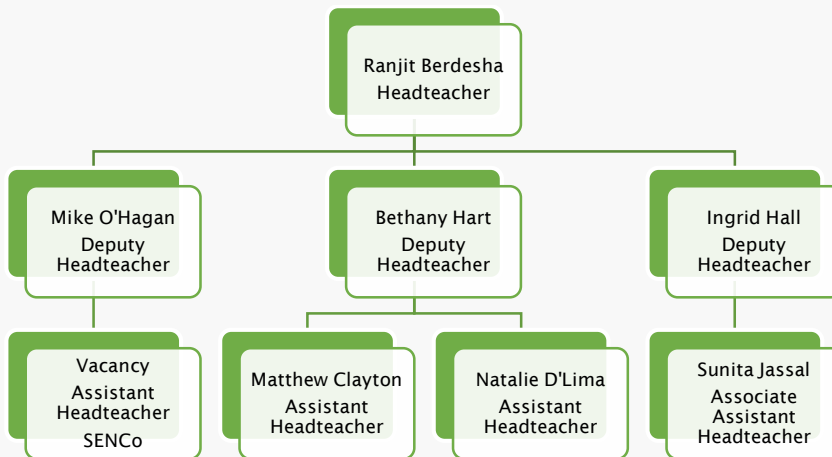
*Centre Assessed Grades

** Teacher Assessed Grades

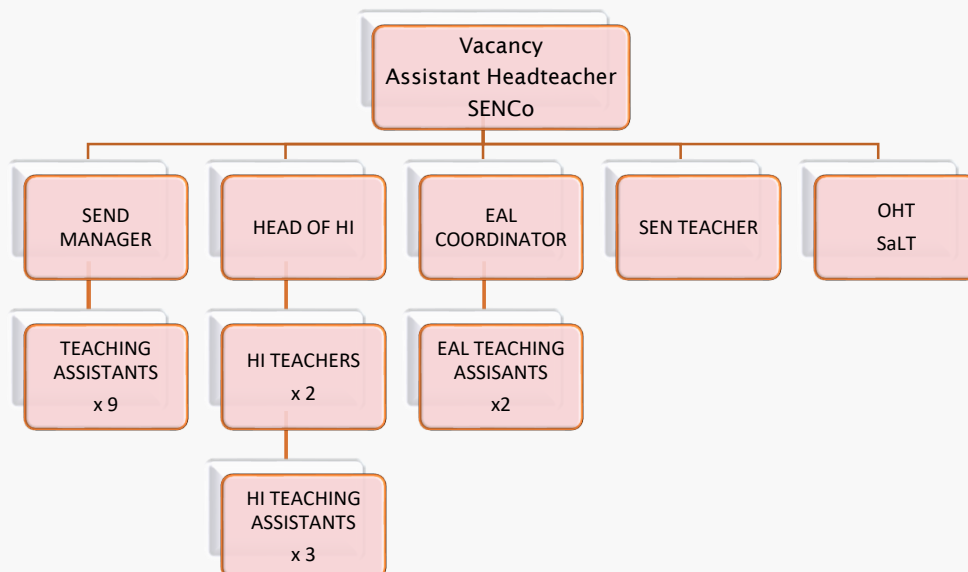


THE SENIOR LEADERSHIP TEAM

'Pupils have high aspirations and want to succeed in education. Leaders have established the right school climate for them to do so. Pupils achieve very well in a wide range of subjects in the main school and sixth form.' [OFSTED December 2022]



THE INCLUSION TEAM





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