



HEADTEACHER CANDIDATE PACK



Start date: January 2024

Contents

Welcome from Chair of Governors

Organisational Chart

About The Heathland School

Mission and Goals

Examination Results 2022

Advert

Job Description

Person Specification



Welcome From the Chair of Governors

Dear Applicant,

Thank you for expressing an interest in the position of Headteacher at The Heathland School.

The Heathland is a large (1,860 on roll; 510 in the VIth form; over 180 staff), vibrant and successful Hounslow community school. Opened in 1973, it has for many years been the most popular and oversubscribed secondary in Hounslow. The local area holds the school in high regard. Parents value the ambition, high standards and traditions that are the hallmark of the school. The diversity of culture and religion are reflected in the backgrounds of the pupils: 49% Muslim, 15% Christian, 15% Hindu, 9% Sikh. (2021 Census).

The school's KS3 and KS4 Curriculum is broad and balanced. At KS5 we offer 21 'A' Level courses and L3 BTEC (two year) courses in Business and Science. The most popular 'A' Levels are Mathematics and Science. The 'Artsmark' certificate is one signal that we retain a strong commitment to the Arts. Similarly, our commitment to Humanities, Languages and Technology has never diminished.

The Heathland is renowned for its commitment to enrichment activities and sport and these areas are reviving following the constraints arising from the pandemic. Past publications of 'Heathland Highlights' featured on the school website provide a good impression of the character of the school.

As the only maintained LA secondary, the school has benefitted from considerable improvement funding from Hounslow Council. This has included sports hall refurbishment, new kitchens, Food Technology rooms and LED lighting throughout. The Heathland is a member of the Hounslow Education Partnership (HEP) which provides a forum for networking for Headteachers, Deputies and Subject Leaders.

The school was judged to be 'Outstanding' in its last Ofsted Inspection (2013). The full report is available on the website.

The successful candidate will inherit a highly capable Leadership Team consisting of three Deputy Heads, three Assistant Heads, School Business Manager and a strong team of middle managers. The 'Organisational Chart' outlines their respective responsibility and line management. The budget is healthy and has never been in deficit. The detail of the Governing Body's responsibilities is discharged through three Committees - Pupils, Finance & Premises, and Personnel - that meet termly.

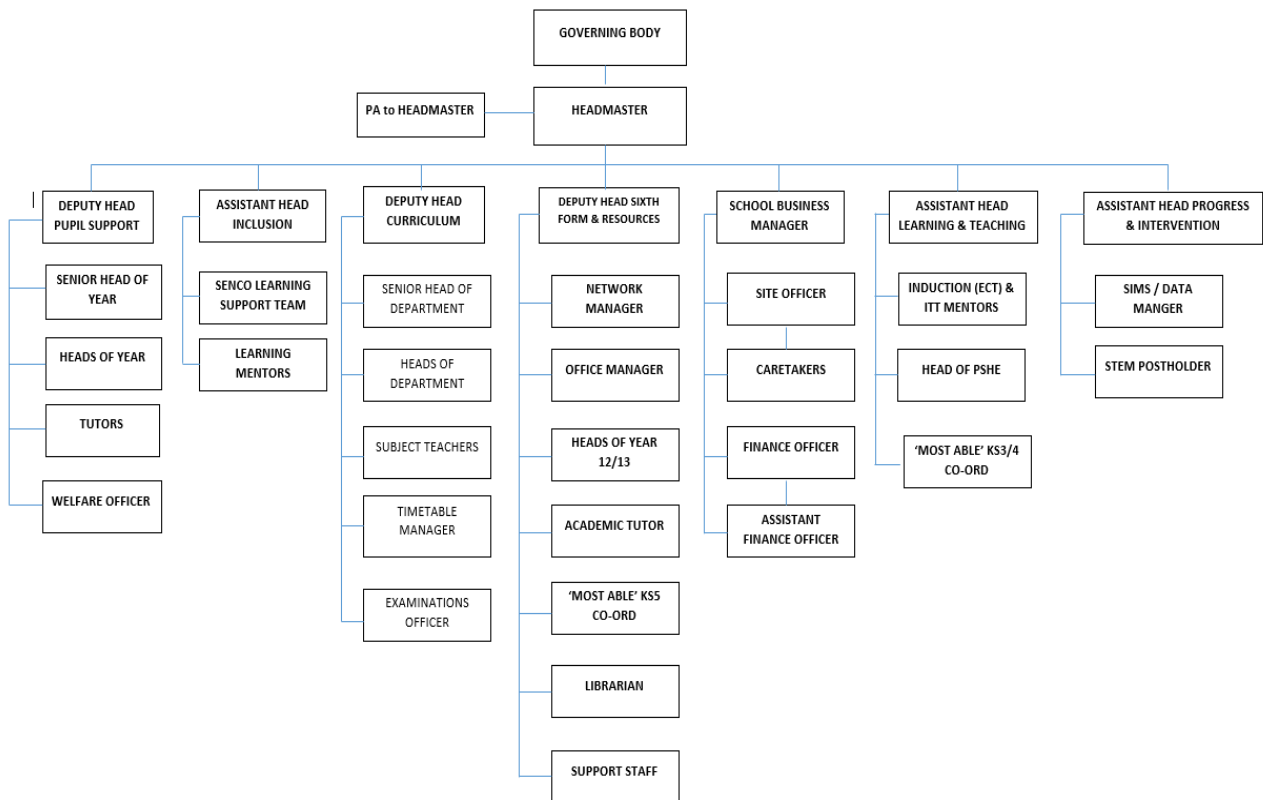
A notable strength is the dedication and professionalism of teaching and support staff. They have tremendous loyalty to the school.

We hope you will consider this an exciting opportunity to sustain the ethos and traditions of the school and lead it on to its next phase of development. We look forward to receiving your application.

Yours sincerely,

Mr Kashif Akhtar
Chair of the Governing Body

ORGANISATIONAL CHART



About the Heathland School

The Heathland School is an 11-18 Co-educational Community Comprehensive School.

As an academic comprehensive school, The Heathland provides a broad and balanced education for pupils with a wide range of abilities. Within a traditional ethos the school encourages each individual pupil, [regardless of age, sex, race, culture or disability] to strive for excellence, to realise his or her potential in order to prepare for his/her adult life, at home, at work, at leisure and within the wider community. These values are underpinned by certain characteristics that are distinctive to The Heathland.

At The Heathland School we believe in offering our pupils the very best chances in life, opened up to them through a wide range of excellent qualifications. Central to the school's Mission Statement is our firm belief that pupils learn best within a secure, well-disciplined and nurturing learning environment that provides a broad and balanced curriculum. Our aim is to promote outstanding academic success through challenging our pupils to achieve more than they thought possible and for them to believe that, through hard work and practice, even more can be achieved.

Our curriculum is based on academic subjects taught by highly qualified staff in specialist accommodation. Homework is an integral part of pupils' learning and pupils in all years receive regular homework set according to a homework timetable.

All pupils study English Language and Literature, Mathematics, Double or Separate Science and Religious Education to GCSE standard and the majority of pupils study either History or Geography and a modern foreign language to GCSE. Pupils also opt for one or two additional subjects from a wide range of GCSE and Vocational courses.

Our Sixth Form is the largest in Hounslow, enabling us to offer a wide range of GCE A Level courses in addition to high quality vocational courses. This year approximately 200 of our Year 13 students gained their university places.



Mission and Goals

“Committed to Excellence”

Central to our mission statement is our firm belief that students learn 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 underpins 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

Examination Results 2022

Summary of GCSE Results 2022

Number of pupils in Year 11: 263

Measure	Male	Female	All
Attainment 8 Score	54.9	60.59	56.9
% achieving 4+ in English	87	96	90
% achieving 4+ in Mathematics	85	90	87
% achieving 5+ in English	70	85	77
% achieving 5+ in Mathematics	71	73	72

Qualification	Number of students in the final year for the qualification	Number of students who passed
BTEC Music	7	7
BTEC Performing Arts	14	14
BTEC Sports Studies	42	41
BTEC Travel and Tourism	18	18
ICT iMedia	32	32

GCSE Highlights

The Heathland School achieved impressive GCSE results in 2022. Highlights include:

- 17.1% of all GCSE entries, achieved GCSE grades 9 or 8
- 32.4% of all GCSE entries, achieved GCSE grades 7+
- 85.4% of GCSE entries were the equivalent of grades 4+ or above
- 27 students achieved GCSE grade 9, 8 or 7 in 9 or more of their GCSE examinations

These excellent results have allowed the majority of students to progress to A Levels as the next stage of their education.

Summary of A Level Results 2022

Number of students in Year 12: 224

Students	Gender	% Grades at A Level
A* - B Grades	Male	55.4
	Female	53.4
	All	54.3
A* - E Grades	Male	98.7
	Female	97.9
	All	98.2

A Level Highlights

The Heathland School achieved impressive A Level results in 2022.

A record number of students achieved A* - A, A Level grades, 35% in 2022 compared to 16% in 2019.

A record number of students achieved A* - B, A Level grades, 77% in 2022 compared to 55% in 2019.

We are especially proud of the 200+ students who gained their university places. There were 28 students who achieved all A* - A, A Level grades, with 4 students achieving A* - A grades in 4 A Levels, 11 students achieving all A* grades in 3 A Levels and 15 students achieving all A Levels A-A grades in 3 A Levels. Students secured places at prestigious Universities. The Heathland School has maintained its strong tradition of securing places on medicine, dentistry, law and engineering courses, including 3 students securing places at Cambridge and Oxford University.



Headteacher

The Heathland School,
Wellington Road South,
Hounslow, Middlesex TW4 5JD

Start Date: January 2024

Salary: L37 - L43*

£110,785 - £126,539 per annum (Outer London Leadership Pay Scale)

An incentive of up to 10% will be considered for an exceptional candidate

The Heathland School is an Outstanding 11 - 18 Co-Educational Community Comprehensive School located in the heart of Hounslow, West London. The Governing Body are seeking to appoint a new Headteacher who shares their ambition to constantly progress and to continue the "Outstanding" journey.

The new Headteacher will build on the excellent achievements of the outgoing Headmaster to lead the school into its next phase of development. Key to the success of the school has been a talented and committed staff who continually challenge their own practice to enable the young people to achieve their aspirations and play a meaningful role in the community.

There is a strong culture of learning across the school, and we are looking to appoint a strong and highly motivated Headteacher with excellent communication skills, as well as vision, imagination, resilience and a commitment to collaboration.

If you share this determination and ambition, the role of Headteacher at the Heathland School offers an exciting opportunity to develop in a forward thinking and outward looking organization.

You must be able to demonstrate:

- Significant participation and quantifiable impact in a senior leadership role
- Evidence of continuing professional development
- Be committed to and be able to identify high quality teaching and learning
- Have the creativity and vision to lead and inspire
- That you are a confident and positive leader who shares the ambitions of the Governing Body for all students

Informal visits to the school are strongly encouraged and welcomed. Please contact Mrs Rahana Tickner, Headmaster's PA on 020 8572 4411 to make an appointment.

Please submit your completed application by email to: Yvette Mayers, Schools & Commercial HR Manager via Yvette.Mayers@hounslow.gov.uk

Closing Date for receipt of applications: Monday 5th June 2023 at midday

The recruitment process and interviews are scheduled for 20th and 22nd June 2023

Shortlisted candidates will also be invited to meet with the Executive Director of Children's and Adults Services, London Borough of Hounslow on Monday 19th June 2023.

The Heathland School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, teaching and non-teaching (including temporary and supply staff), governors and volunteers to share this commitment.

Successful applicants for all vacancies will be required to undertake an Enhanced Disclosure via the Disclosure and Barring Service

Headteacher Job Description

Responsible for: Carrying out the duties of a Headteacher in line with the conditions of employment as set out in the current Schoolteachers Pay and Conditions document, the National Standards of Excellence for Headteachers, and the policies and procedures of the Governing Body.

Primary Purpose of the Role

To provide professional leadership for the school that builds on its success and improvement, ensuring high quality education for all its pupils in a happy and vibrant school and continually improving standards of learning and achievement for all pupils.

Key Objectives of the Role

The Headteacher will:

- Be a collaborative professional leader who can inspire others to build upon the school's current strengths and achievements, and lead with energy and passion to:
- Establish and sustain the school's ethos and strategic direction together with the Governing Body and through consultation with the school community
- Establish and oversee systems, process and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context and make sure strategies are effectively implemented
- Have ambitious expectations for all pupils of every background in an enormously diverse community
- Effectively manage the school's resources and finances to maximise outcomes and ensure the school operates on a sustainable basis

Vision and Values

- Demonstrate and ensure the vision and values of the school are clearly defined, shared, understood and implemented effectively
- Maintain a culture of equality, actively celebrating diversity and social inclusion within the context of an extraordinarily diverse school community
- Maintain the staff culture of excellence and professionalism to ensure the ability to retain, develop and attract brilliant teachers
- Promote an outward-facing school which develops strong relationships with other schools and organisations to enhance opportunities and secure excellent outcomes for all pupils and staff

Strategic Leadership

- Demonstrate excellent communication, leadership and interpersonal skills adaptable to all stakeholders
- Navigate the dynamic and changing landscape of education policy and school organisation nationally & locally
- Develop a transparent and trusted working relationship with the Governing Body, welcoming challenge and support to advance the school strategically
- Provide leadership through change, seizing its opportunities, and ensuring staff are integral participants
- Maintain a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils
- Create an ethos where all staff are valued, motivated, supported and challenged to develop their skills and knowledge and foster a culture of sharing best practice and prioritising professional development
- Ensure effective change management processes are embedded leading to sustained school improvement over time
- Promote effective subject leadership throughout the school

Students, Teaching and Learning

- Set a standard of ambitious expectation for students from all backgrounds throughout the school
- Create a culture where students experience a positive and enriching school life
- Uphold educational standards in order to prepare students from all backgrounds for their next phase of education and life
- Encourage high standard of behaviour from students, built on rules and routines that are understood by staff and students and clearly demonstrated by all adults in school
- Maintain a high standard of SEND provision and fulfil duties under the SEND code of practice
- Promote creativity, innovation and the use of appropriate technologies to achieve high standards in learning
- Stay current with developments in education locally, nationally and globally, and ensure staff are appropriately informed
- Ensure teaching is of a high quality across subjects and phases, building on evidence-based approaches
- Manage pupil behaviour consistently and respectfully, and promote pupil mental health and wellbeing
- Develop networks with fellow leaders and professionals, and identify relevant opportunities for staff training, peer coaching and development
- Promote an engaging, varied and challenging curriculum which inspires, supports, recognises and celebrates success and a love of learning.
- Ensure the curriculum addresses the intellectual, spiritual, moral, cultural, physical, social and emotional wellbeing of all pupils

Community and Marketing

- Build strong and positive relationships with all members of the school community
- Develop beneficial connections with the wider local community and interest groups with appetite to support the school, such as alumni and families, local businesses, sports clubs, and community organisations
- Ensure that the school maintains and implements effective marketing plans which promote awareness of the school and enhance its reputation and desirability
- Promote the school as a hub for the community in which it is deeply embedded
- Develop relationships which maximise the benefits of the extensive goodwill and support that exist among the active and supportive PTA and parents' community

Resources and Finances

- Ensure that the school's systems, organisation and processes are well-functioning, efficient and consistently improving
- Maintain a detailed understanding and close control of the school's income and expenditure budgets
- Embed strategic, curriculum-led financial planning to ensure effective use of budgets and resources
- Maximise the opportunities available to the school from the wealth of community organisations in the local area

Governance and Accountability

- Work collaboratively with the Governing Body, providing the information it requires to govern effectively
- In consultation with the Governing Body, implement the strategic plan
- Monitor progress towards the achievement of the school's aims and objectives
- Present a coherent and accurate account of the school's performance in forms appropriate to the respective audiences
- Ensure compliance with all statutory requirements including, for example, the Health and Safety at Work Act

Additional Requirements

The Headteacher will be required to safeguard and promote the welfare of all children and follow school policies and the staff code of conduct. From time to time the Headteacher may be asked by the Governing Body to undertake additional duties reasonably regarded as falling within the duties and responsibilities of the post.



Headteacher Person Specification

Qualifications and experience
Qualified teacher status and relevant degree
Successful completion of NPQH
Evidence of a commitment to personal CPD and leadership training
Proven Senior Leadership and management experience in a diverse multi-cultural secondary setting
Experience of budget setting, day-to-day budget management and the ability to plan and prioritise resources for the long-term within the constraints of the school's budget
A proven track record of leading and managing a team including motivating, mentoring and developing staff; team building; conflict management; and effective performance management
Ability to evaluate school systems and processes to ensure they are fit for purpose
Knowledge of the current educational environment
Ability to develop and implement a strategic five-year plan to ensure the school's sustainability and growth
Enthusiasm for forming strategic partnerships with local schools and other external entities to benefit the future of the school
Excellent communication skills and ability to think creatively about marketing and promotion of the school within the wider community
Experience of successful change management
Leadership skills
Ability to be an inspirational leader who values the views of others and creates positive working relationships with staff, children, parents and carers, governors and other stakeholders
Ability to motivate, manage and develop a successful team
Holding high standard and expectations and encouraging excellent standards of working amongst colleagues
Ability to make difficult decisions and ensure that stakeholders are on board with the actions required to implement necessary changes
Ability to promote the well-being and safety of staff and children
Ability to create equality of opportunity for all and celebrate the cultural diversity within the school community
Ability to develop strong and creative strategic relationships with local primary and secondary schools and other outside organisations to mutual benefit
Ability to lead by example, showing a strong work ethic, self-motivation, collaborative working practice and willingness to take ownership of decisions
Securing Accountability
Have a commitment to the use of outcomes from regular self-review and following and developing a high impact School Development Plan in order to develop the school
Is committed to individual, team and whole school accountability for pupil learning outcomes
Able to work with the governing body to enable it to meet its responsibilities
Is committed to the school working effectively and efficiently towards academic achievement and the moral, emotional, social and cultural development of all pupils within the school's ethos
Strengthening the Community

Has a commitment to partnership with parents and the community to raise standards by supporting the learning of children and helping to realise the distinctive vision and values of the school

Is able to build and maintain effective relationships with parents, carers, partners, and the wider community so that they enhance the education of all members of the school community;



Wellington Road South, Hounslow, Middlesex TW4 5JD
Tel: 020 8572 4411
www.heathland.hounslow.sch.uk