

Dear Colleague,

Thank you for taking the time to find out more about the role of Assistant Headteacher at Haverstock School. We hope that you enjoy reading the information provided and that you decide to apply for this role.

Haverstock is a school with a very proud history in the heart of Camden. Although our school community is very diverse and complex, our school is both aspirational and welcoming. A proud community school, we work collaboratively with the other Camden secondary schools and *Camden Learning*, the LA's school improvement arm to offer the best possible state education to our students.

I became Headteacher of Haverstock in September 2017 and have been working with my team of committed colleagues to improve the school from the 'Requires Improvement' Ofsted judgement in January of that year. We were delighted with last summer's set of results, with large gains across the board and our Progress 8 score moving from -0.65 in 2017 to -0.08. More improvements are predicted for this year and we are looking forward to our next Ofsted inspection now that the school has been self-evaluated as 'Good'. The school is increasingly self-confident and I hope that you are attracted to become part of our team as we enter the next phase of our development.

We are committed to supporting teachers to be as effective in the classroom as they can be without burning them out. Our centralised behaviour systems mean that disruption is rare - teachers are not expected to run detentions or follow up on behaviour beyond short 'resolution' meetings with students who have not met our high expectations. Teacher loadings have been reduced, with 40 periods per fortnight for Main Scale colleagues and we have introduced a range of CPD which is driven through faculty meetings, whole school input and a new group of Lead Learning Practitioners to help develop the quality of teaching and learning sustainably.

We have recently undertaken a restructure of the leadership group so that we will have a Senior Deputy Headteacher, a Deputy Headteacher and three Assistant Headteachers. A copy of our structure for September 2019 is attached. As an Assistant Headteacher, you will operate from a generic Job Description and have the opportunity to move into different aspects of whole school leaderships when appropriate. As such, we are seeking the best candidate for the generic job description rather than a colleague with experience in a particular area. Key will be your wider skill set as a leader and potential to develop and lead on a range of whole school areas. We will discuss with you at interview your preferences for areas of whole school leadership if appointed.

The closing date for applications is Tuesday 21st May at Noon and interviews will be held on Thursday 23rd and Friday 24th May. We regret that we are only able to contact short-listed candidates but please do forewarn your referees of the possible request for a reference.

Thank you, again, for requesting information about becoming Assistant Headteacher at Haverstock School. If you would like to find out more in advance of applying, please don't hesitate to contact jobs@haverstock.camden.sch.uk to arrange an informal discussion. We very much look forward to receiving your application.

Yours sincerely



James Hadley
Headteacher

