



# NOWER HILL HIGH SCHOOL

## A NEW HEADTEACHER FOR NOWER HILL

Information for Applicants  
October 2023



## Welcome to Nower Hill High School

We are delighted that you are interested in becoming the next Headteacher of Nower Hill High School. After a highly successful five years in the role, our current Headteacher is retiring at the end of this academic year and the Governing Board are now seeking to appoint an outstanding candidate to take over the leadership of our school.

Nower Hill is a large, thriving and exciting community, where we celebrate our diversity to create a warm, caring and inclusive environment. We hope that by visiting us before you apply for the role you can see and feel for yourself what we believe makes our school so special and welcoming.

The high morale and strong team spirit of our dedicated staff, along with their high expectations of themselves and our students, creates a school where we are always striving to improve on our individual and collective best. The Governing Board are active, approachable and supportive, providing constructive feedback and challenge when needed.

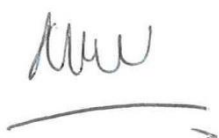
Our students are engaged and aspirational; hard work and kindness feature strongly in our culture. We are ambitious for each student and they are given every opportunity to reach their full potential. Students are supported and encouraged to challenge themselves, take risks, make mistakes and learn from them within a safe and caring environment so that they can fully benefit from all that we offer in and out of the classroom at Nower Hill.

We are looking for a Headteacher who embraces these values and has the drive, imagination and flair to take our school on the next stage of its exciting journey. The successful candidate will recognise and appreciate the essence of Nower Hill, but will not be afraid to move it forward, to welcome and develop new opportunities and meet any challenges that may lie ahead.

We warmly encourage you to arrange an informal visit to the school, preferably during the school day and before the application process closes. Please contact Nicola Edwards, Executive Assistant on 0208 863 0877 or via email ([edwards.nicola@nowerhill.harrow.sch.uk](mailto:edwards.nicola@nowerhill.harrow.sch.uk))

Details of how to make your application are given at the end of this information pack.

We look forward to hearing from you.



**Michelle Weerasekera**  
**Chair of the Governing Board**



## An Introduction to Our School



### Who We Are

Nower Hill is a happy and hardworking school. We are here to ensure that every student achieves and experiences as much as possible during their journey with us. We want our students to enjoy their education so that they value learning and can look back in later years with warmth and fondness on their time at Nower Hill. We strive to ensure our students are as well prepared as possible for the next stage in their lives; articulate, ambitious young people with the strength of character and the confidence to compete in a highly competitive world.

We are a school with a growth mindset and we welcome colleagues who share our view that every child has the potential to get the very top grades; we reject the concept of fixed intelligence. We demand and achieve high standards in all areas of school life within a disciplined, secure, caring and stimulating environment. We value and praise the successes of our students and staff. The school is held in high esteem by the local community and, as a consequence, is very popular and heavily oversubscribed. Alongside academic excellence, we place a strong emphasis on impeccable manners, articulacy, excellent behaviour, smartness of appearance, hard work and most importantly, kindness.

Our website can be accessed via [www.nowerhill.org.uk](http://www.nowerhill.org.uk)

### Our Vision

Nower Hill High School exists to enhance the future life chances and opportunities of all our students, whatever their starting point, by providing a centre of educational excellence at the heart of our community in which all our students can fulfil their potential. We aspire to be a world class school developing world class students.

### Our Aim

Our aim is to realise our vision by a relentless focus on the development of highly literate, articulate, numerate, resilient and confident students who are equipped with the ambition, qualities and qualifications necessary to compete in the 21<sup>st</sup> century global economy.

## Our Values

We will develop all our students better if we value and emphasise the importance of:

- **Impeccable Manners;** Honesty, the appreciation of diversity
- **Articulacy;** Knowledge, literacy and numeracy, creativity
- **Excellent Behaviour;** Self-discipline, high self-esteem and self-respect, integrity
- **Hard Work;** A can-do attitude to overcome adversity, resilience, an enjoyment of learning
- **Smartness of Appearance;** Personal Pride, a healthy lifestyle
- **Kindness;** Empathy, respect, teamwork

## Our Strategy

Nower Hill is well placed to build an exciting and rewarding future for everyone in our community. In order to achieve this, the school has put in place an ambitious strategic plan for 2023-25. Our School Evaluation and Improvement Document can be found here:

[Nower Hill High School SEID](#)

## Our Curriculum and Pastoral Support

Our deep, broad and balanced curriculum with extensive extra-curricular opportunities has been designed to develop knowledgeable, confident and articulate young people who have the character to impress and compete. The curriculum is regularly evaluated in order to ensure that it meets the needs of our learners' development. Sport, music and performing arts play an important part in the school calendar, with competitive teams in sport to ambitious large scale productions and orchestral concerts. A wide range of extra-curricular activities are on offer, with numerous clubs and societies operating at lunchtimes and after school; many of our 6<sup>th</sup> Form students help with the running of these.

We pride ourselves on the quality and breadth of our pastoral care for all students. We have a passionate and dedicated highly skilled team of staff in place, and we also work with a wide range of external agencies and voluntary groups.

Further information on our curriculum can be found here:

[Nower Hill High School Curriculum Statement](#)

## Student Performance

The school has a strong history of academic success, both in terms of achievement and the progress that students make at GCSE and A Level. Our success at KS4 and KS5 has been sustained over the years and shown a trend of continuous improvement. Whilst achieving excellent results and being in the top 10% of all schools nationally for progress at A Level and in the top 15% for GCSE, we are never complacent, nor do we forget that we are an inclusive school who will strive to do their best for every student, regardless of their starting point.

You can find more details in relation to our examination results at the following link:

[Nower Hill High School Examination Results](#)

## Our Staffing Structure

Headteacher	1
Deputy Headteacher	3
Assistant Headteacher	7
Associate Headteacher	1
Heads of Year (Y7-11)	10
Heads of Year (Y12-13)	2
Heads of Faculty	10
Finance and Premises Director	1
Other Teaching Staff	101
Teaching Support	28
Site Staff	5
Technical (ICT, Technicians)	4
Other Support Staff	75

## Our Senior Leadership Team

Our Headteacher is supported by three Deputy Headteachers, each taking responsibility for Teaching Learning and Assessment; Student Support; and Achievement and Evaluation respectively. With the Headteacher, they provide support, information and guidance to our staff, students and the Governing Board to ensure that there is focus on the areas where improvements can be made.

Our Headteacher and Deputies are fully supported by our dedicated Assistant Headteachers, who all take responsibility for a particular area of the school; the Premises and Finance Director; Human Resources Manager; Heads of Year; and Heads of Faculty. Senior and middle leaders work collaboratively, providing expertise and support to our students and staff.

## Our Staff

Our teaching and support staff are a pleasure to work with. They are highly skilled, professional and inspirational. Candidates visiting the school invariably comment on how welcoming and friendly they find the school during their day with us and new members of staff are well supported by their colleagues, making the transition to their new environment that much easier. Team spirit is high, whether that be Faculty teams, Year teams, Education Support Staff teams, the Senior Leadership Team or the whole staff team.

We place the upmost importance upon appointing the best teaching and support staff, with outstanding subject knowledge to ensure our students have the best opportunity for success.

## Our Premises and Finances

These are expertly managed on a day-to-day basis by our Finance and Premises Director and the Finance and Site team. Both short and long term planning is in place, to ensure that our budget and resources are effectively administered and controlled and provisions are made for future projects.

You can find our Trustees' Annual Report and Financial Statement for 2021/22 here:

[Trustees' Annual Report and Financial Statement 2022](#)

## Our Location

We are based in North West London between North Harrow underground station and Pinner underground station (both on the Metropolitan line). Please use the journey planner link below to see how to get to our school. Our postcode is HA5 5RP.

<https://tfl.gov.uk/plan-a-journey/>





# NOWER HILL HIGH SCHOOL

## HEADTEACHER JOB DESCRIPTION

<b>Responsible to:</b>	Governing Board of Nower Hill High School
<b>Start Date:</b>	1 <sup>st</sup> September 2024
<b>Salary:</b>	L33-L43 (Outer London)
<b>Working Conditions:</b>	These will be as specified in the latest School Teachers' Pay and Conditions Document (STPCD). The postholder will be expected to act in accordance with the Department of Education's (DfE) latest Headteachers' standards. As a qualified teacher the postholder will comply with the DfE's Teachers' standards.

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### Core purpose

The Headteacher will provide outstanding leadership and management of Nower Hill High School, promoting and modelling its culture and ethos, to secure exceptional education for all students while maintaining the highest standards in all areas of the school's work.

### Culture and Leadership

- Maintain and further the culture within the school including reflective practice (by students and staff), distributed leadership and responsibility, and recognising and celebrating success
- Maintain an ethos of equality, high aspirations, and high expectations
- Work in partnership to set the vision and values for the school and ensure that they are securely embedded
- Work in partnership to develop and implement the school's strategy for the future, including potential growth
- Lead the development, communication, implementation and monitoring of the School Improvement Plan with agreed and prioritised objectives to sustain improvement
- Promote the school to our community and partners; and
- Lead by example, consistently reinforcing the vision, values and culture of the school

### Students, Teaching and Learning

- Responsible for safeguarding and promoting the welfare of children and young people, including compliance with school child protection policies and procedures
- Determine, organise and implement an engaging and stretching curriculum in line with the school's vision and that meets DfE requirements, including ensuring that a broad range of extra-curricular opportunities are available to students
- Ensure an effective learning environment based upon a sound and consistently applied policy for positive behaviour for learning
- Establish and sustain high-quality, expert teaching across all subjects and key stages, built on an evidence-informed understanding of effective teaching and how students learn

- Ensure that effective strategies are in place, closely monitored and reviewed, to ensure that all groups of students progress and achieve well
- Ensure formative and summative assessments are used to support outstanding student progress, staff development, and to develop the curriculum
- Implement strategies that secure high standards of attendance and behaviour
- Ensure students feel safe, happy, and supported, and that barriers to their learning and progress are identified and addressed
- Ensure robust systems of pastoral care to promote positive mental health

### **Leading and Managing Staff**

- Recruit and retain staff of the highest quality and work to ensure that their deployment has maximum educational impact
- Ensure effective induction, continuing professional development and robust performance management processes are in place for all staff
- Lead succession planning for middle and senior leaders
- Regularly review own practice and take responsibility for your own personal development

### **Managing the Organisation**

- Effectively undertake the responsibilities as the Accounting Officer for the school
- Work with colleagues across the school to achieve 'added value' from being within the school
- Ensure that effective teaching and learning is at the heart of all strategic planning and resource allocation
- Lead prudent short and medium-term financial planning for the school
- Ensure effective and efficient day-to-day management, organisation and administration of the school
- Responsible for the school site, its buildings, equipment and grounds, ensuring their statutory compliance, their fitness for purpose and efficient/effective usage, and developing proposals for their maintenance and enhancement
- Ensure compliance with the requirements of all relevant auditing, employment and health and safety legislation and guidance

### **Accountability and Governance**

- Accountable for all elements of student and school performance to the Board of Trustees and Members, as well as responsibilities as Accounting Officer
- Provide information and objective advice to the Board of Trustees and Members to enable them to meet their statutory, governance and leadership responsibilities, including regarding the implications and opportunities of national and local educational policy and context
- Ensure individual staff and team accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation
- Present accurate information about the school and its performance in a form appropriate to a range of audiences, including students, parents, governors, the local community, Ofsted, and others
- Ensure that students and parents are well-informed about individual progress and their role in the students' future success

## **Notes**

- The Headteacher will be required to safeguard and promote the welfare of all children and follow school policies and the staff Code of Conduct
- The Headteacher may be asked by the Governing Board to undertake other duties that are reasonably regarded as falling within the duties and responsibilities of the post

## **Additional Information**

### **Conditions of service**

The role is subject to and with the benefits of the National Conditions of Service for Teachers as specified in the School Teachers' Pay and Conditions Document (STPCD) and Condition of Service for Teachers in England and Wales (The Burgundy Book), except where you are informed in writing that a local condition applies. The contract of employment is between the Headteacher and Nower Hill High School.

### **Asylum and Nationality Act 1996**

Under the Asylum and Nationality Act 1996 you will be required to prove your eligibility to work within the UK.

### **Disclosure and Barring Service**

An offer of employment for this post will be subject to a satisfactory enhanced disclosure clearance through the Disclosure and Barring Service in England and Wales.

### **References**

An offer of employment for this post will be subject to two satisfactory references. References will normally be requested prior to any interview taking place. Where you have specifically indicated that you have not given consent to contact a referee prior to interview, then the reference will only be taken up if you are successful at interview

### **Equalities**

Nower Hill High School is an equal opportunity employer. It is committed to make any necessary reasonable adjustments to the selection process, job role and working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the recruitment panel's decisions will be based upon an assessment of that person's expected capabilities once reasonable adjustments have been made.





## HEADTEACHER PERSON SPECIFICATION

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### The person appointed will

- be an outstanding, well qualified and appropriately experienced teacher
- have appropriate middle and senior leadership experience
- have outstanding leadership skills
- have a commitment to equality and inclusion
- believe in the vision, values and culture of the school
- be a strategic thinker who keeps up-to-date regarding national educational research and policy and can distil implications and opportunities from that context
- have led significant changes to improve the opportunities for or outcomes of students
- be a team-player who can develop and sustain supportive working relationships with colleagues both within and outside the school
- have the ability to inspire and lead the full range of stakeholders and community within and beyond the school
- be confident in the interpretation, analysis, and presentation of data (educational, financial and operational)
- have financial leadership and management experience, including understanding the responsibilities of the Accounting Officer role and the financial context of the school
- be a flexible problem-solver with well-developed decision-making skills
- demonstrate commitment to their own professional development, including recognising any areas where they may need support within the first 12 – 18 months
- have an excellent understanding of and be wholly committed to safeguarding

## How to Apply

We would like to invite interested applicants to arrange an informal visit, ideally during the school day, before the closing date for applications where you will have the opportunity to see our wonderful school. Please contact Nicola Edwards, Executive Assistant on 0208 863 0877 or via email (Edwards.nicola@nowerhill.harrow.sch.uk).

The timetable for appointment is as follows:

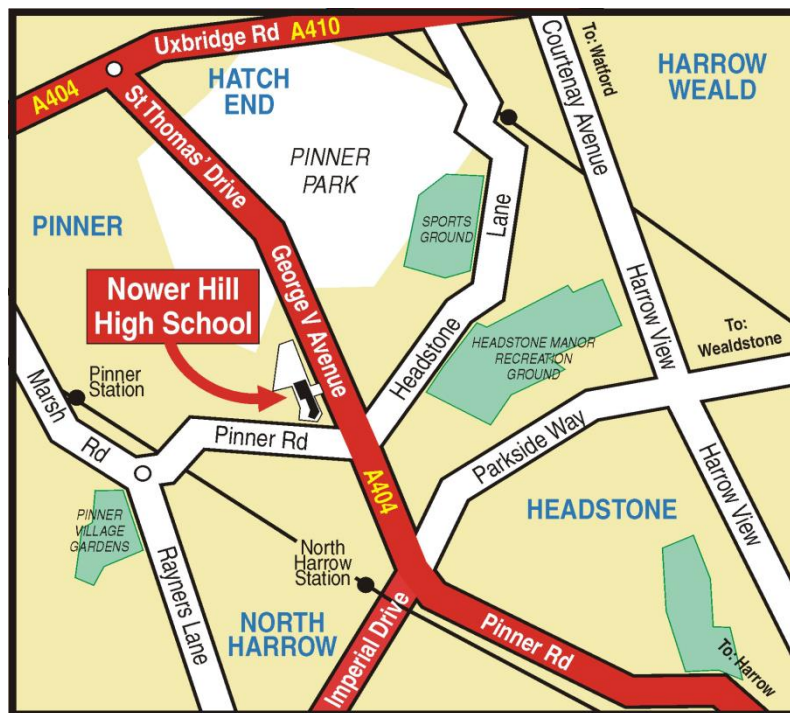
<b>Deadline for submission of application</b>	9am Friday 24 <sup>th</sup> November 2023
<b>Shortlisting for interview</b>	Friday 1 <sup>st</sup> December 2023
<b>Interviews</b>	Thursday 7 <sup>th</sup> and Friday 8 <sup>th</sup> December 2023

Please make your application via the TES website. You must submit a completed application form together with a personal statement (no longer than 2 sides of A4, font size 11) setting out your suitability for the role.





# NOWER HILL HIGH SCHOOL



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Middlesex, HA5 5RP

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[www.nowerhill.org.uk](http://www.nowerhill.org.uk)