

THINK TEACHING.

THINK HARRIS.

THINK HARRIS



1 STAND-ALONE SIXTH FORM

3 ALL-THROUGH ACADEMIES

19 PRIMARY ACADEMIES

21 SECONDARY ACADEMIES

ABOUT US

THE HARRIS FEDERATION IS A SUCCESSFUL, HIGHLY COLLABORATIVE AND ENTERPRISING GROUP OF ACADEMIES WITH NEARLY 30 YEARS' EXPERIENCE OF EDUCATION IN AND AROUND LONDON.

Our 44 primary and secondary academies educate some 32,000 pupils, and Harris is recognised for setting standards of excellence through an innovative and collaborative approach that enables us to meet the high expectations of these students, their parents, our staff and our communities.

Each Harris academy is different. Individual Principals and senior leadership teams have the freedom to set their own curriculum and way of doing things. However, they all share a commitment to give their young people an excellent education within a happy, caring and supportive environment.

"Harris is an enormous network of great people with expertise in all aspects of education, and tremendously supportive of development for all, from Trainee and Executive Principal. There is an enormous variety of schools and all have different strengths and cultures, so there are a range of places in which to find your 'fit'."

Carrie, Principal





WHY JOIN THE HARRIS FEDERATION?

AS THE TOP PERFORMING MULTI-ACADEMY TRUST IN THE COUNTRY, WE OFFER ACCESS TO UNRIVALLED PROFESSIONAL DEVELOPMENT AND A SUPPORTIVE COMMUNITY OF ACADEMIES, PRINCIPALS, AND MENTORS TO HELP DEVELOP AND PROGRESS YOUR CAREER.

Our focus is on transforming schools in London, some of which have been failing for generations, into exceptional places of learning. That means that when you work at a Harris academy, you are playing a part in something very important – giving children the freedom and the opportunities to choose their own futures.

Our transformations are also about creating great places to work for teachers, leaders and support staff. At Harris, you will always be encouraged to innovate, to try new things and to do what suits the education of the children and teenagers we serve. We have a culture of sharing best practice and finding ways to say yes for what works best for you in your academy, department or classroom. We believe there is no better place to grow your career.

“At Harris, you can expect to find a highly motivated and professional atmosphere, with a huge amount of support and training to help you develop your career and many opportunities for progression across the network. Most importantly, you will be working in a place where students’ life chances are at the heart of what we do, which makes every effort worthwhile.”

Godfrey, Maths Consultant

1 ST	Think tank the Education Policy Institute says: "At primary level the Harris Federation is the HIGHEST PERFORMING school group in England."
4	There are FOUR applications from parents for every place available.
8x	Lower ability students are EIGHT TIMES MORE LIKELY to achieve the demanding English Baccalaureate with Harris than they are nationally.
83%	83% of Harris sixth formers GAIN UNIVERSITY OFFERS, with places secured at Oxford, Cambridge, UCL, King's, Leeds and Bristol.
100%	ALL Harris academies are rated 'GOOD' or 'OUTSTANDING' by Ofsted.
4	Four consecutive reports by academic researchers at social mobility charity the Sutton Trust have concluded that we are among the TOP academy trusts for improving the prospects of disadvantaged students.

HARRIS FEDERATION IN NUMBERS



CULTURE

AND ETHOS



WE WANT EVERY CHILD IN LONDON TO HAVE THE BEST POSSIBLE EDUCATION, ENABLING THEM TO FULFIL THEIR POTENTIAL AND DECIDE THEIR OWN FUTURE.

Closing the gap between young people from disadvantaged backgrounds and their peers has always been a core mission of the Harris Federation.

We have transformed standards in schools that had, in some cases, failed for generations before joining the Harris Federation. Social mobility is the Holy Grail for the pupils we serve. The key to their futures is a high quality education.

We look for inspirational educators and leaders who are committed to transforming lives and who share our belief that every child has the potential to do well.

The people you will be working with will support and motivate you in achieving your career ambitions. Our exceptional teachers, support staff and leaders come from a wide range of backgrounds, but they all share a deeply-held commitment to give our students an outstanding education in an inspiring and happy school environment.

“As we grow, we are delighted to welcome new and experienced teachers into the Federation each year, as well as the support staff that help our academies to thrive. We support our staff in their learning and our CPD is regularly described as ‘outstanding’. All of us within the Harris Federation continue to grow our expertise and share it with each other.”

Sir Daniel Moynihan, Chief Executive



THINK GRADUATE PROGRAMME

OUR GRADUATE PROGRAMME OFFERS THE OPPORTUNITY TO:

- 1** EARN A SALARY WHILST GAINING INVALUABLE CLASSROOM EXPERIENCE AND SUPPORT.
- 2** START YOUR CAREER ALONGSIDE SOME OF THE BEST PRACTITIONERS IN EDUCATION.
- 3** DEVELOP YOUR LEADERSHIP SKILLS AND GAIN INVALUABLE CLASSROOM EXPERIENCE.
- 4** JOIN ONE OF OUR 40+ THRIVING PRIMARY OR SECONDARY ACADEMIES IN LONDON.
- 5** GO ON TO START YOUR INITIAL TEACHER EDUCATION (ITE) THROUGH OUR HARRIS SCHOOL DIRECT PROGRAMME, IDENTIFIED AS 'OUTSTANDING' IN ALL AREAS BY OFSTED.



COULD YOU MAKE A DIFFERENCE TO THE LIFE CHANCES OF ONE OF THE 32,000 STUDENTS WE EDUCATE IN LONDON?

If you are a graduate looking to explore a career in education, we can provide Graduate Teaching Assistant placements through our primary or secondary Graduate Programme and start you on your journey towards becoming an outstanding teacher.

We believe the most effective way to experience all aspects of school life is to be based in a school, learning to teach with expert classroom practitioners. We look to recruit talented and aspirational individuals from a range of backgrounds, who have a passion for their subject and want to help children achieve their potential. Our Graduate Programme is an excellent way to explore the profession ahead of teacher training.

We expect that many of our Graduate Teaching Assistants will go on to complete their Initial Teacher Education (ITE) through the Harris School Direct programme.

"I would encourage anyone considering teaching to spend a year as a TA before going on to training. It has been a long year of hard work, but a fantastic learning opportunity that I am really grateful to have experienced."

Leah, Primary Graduate Teaching Assistant and 2017-18 Harris School Direct Trainee

THINK

TRAIN TO TEACH

BUILD A CAREER YOU CAN BE PROUD OF...

BECOME A TEACHER WITH HARRIS INITIAL TEACHER EDUCATION.

We offer outstanding Initial Teacher Education (ITE) to graduates and career changers interested in joining the teaching profession through our School Direct initial teacher training courses. The programme, which leads to QTS and a PGCE, also includes two Masters modules.

As a trainee teacher with us, you will have access to invaluable training, school and classroom experience to equip you with the knowledge, skills and expertise that you will need to become an excellent teacher.

The Harris Initial Teacher Education programme combines the best elements from a range of training routes. We want you to graduate from the course feeling supported, confident and well-prepared for teaching. As well as fantastic support throughout your NQT year, there will be extensive opportunities for developing your career in education.

There are two funding routes available for you on our School Direct courses: salaried and fee-funded.

For more information about training to become a teacher with Harris, please visit www.harristraintoteach.com

OTHER ROUTES INTO TEACHING WITH HARRIS ITE

FUTURE TEACHING SCHOLARS

Harris ITE supports the Future Teaching Scholars programme, an exciting, new and challenging route into teaching, designed for outstanding VI form students who plan to study a Maths- or Physics-related degree at university.

RESEARCHERS IN SCHOOLS

This is a bespoke route into teaching exclusively for PhD graduates, running over three years. Participants gain QTS in their first year and complete their NQT induction in their second, as well as delivering University Pathways. RIS participants benefit from an additional research day per week.

ASSESSMENT ONLY

If you are an experienced teacher with a degree who already meets the Teachers' Standards and has considerable classroom experience, we can support you to achieve QTS without additional training through an Assessment Only route.

"I love the fact that I receive unlimited support. No problem or concern is too big or too small. Everything is taken at a steady pace to keep progress constant and goals/targets realistic. School Direct training is personalised to bring the best out of me and help me become a unique teacher."

Satveer, Primary

"I feel the School Direct team took the time to place me in a school that would suit and support me as I taught. All the staff with School Direct are also incredibly supportive and responsive; I always know where to go if I have a query or something that I need help with."

Elouise, D&T



THINK

NEWLY QUALIFIED

TEACHERS

ALL NQTS FOLLOW THE HIGHLY SUCCESSFUL HARRIS FEDERATION NQT PROGRAMME, TRAINING ALONGSIDE OTHER NQTS FROM ACROSS THE FEDERATION. THIS ENABLES ASPIRING TEACHERS TO SUPPORT AND LEARN FROM EACH OTHER, IN THE TRUE COLLABORATIVE SPIRIT OF HARRIS.

Our NQT induction programme, delivered through our outstanding Harris Federation Teaching School Alliance, aims to welcome new teachers and build their self-confidence in the first few weeks of their career. There is regular contact with other NQTs within and across subject areas.

There is a structure of support and challenge with customised professional learning sessions throughout the year. Each of our NQTs has a professional mentor who works with them to make sure their training and support needs are met and to make sure they have the opportunity to observe lessons being delivered by experienced teachers.

There are also a wide range of additional programmes open to NQTs through the Teaching School Alliance to help you achieve your career ambitions more quickly.

"I have worked at Harris since landing my first role as NQT. In four years, I have been promoted first to Head of Chemistry and then to Head of Science; if you want to progress, there are few places better. Harris has provided me with a secure and stable foundation to progress in teaching."

Genevieve, Head of Science



THINK

CAREER

PATHWAYS

OUR ACADEMIES FORM PART OF A HIGHLY SUPPORTIVE NETWORK WITH A WEALTH OF EXPERTS AND MENTORS TO HELP DEVELOP AND GUIDE YOU THROUGHOUT YOUR CAREER.

No matter what stage you are at, we will support and develop your skills as a teacher. Our bespoke learning and development programmes are helping to set a new industry standard. They are designed to help you build a long and rewarding career with the Harris Federation and make the biggest possible difference to the children you teach.

This training is delivered through our Teaching School Alliance – the professional development centre for the Harris Federation. This provides high-quality training to schools and academies in and around London and allows our teachers to share practice and contribute to the wider educational system.

With our focus on London and the surrounding areas, you will have the opportunity to progress within a close regional network of Harris academies, with regular opportunities for promotion across the Federation.



THINK

ASPIRING

LEADERS

AS AN EXPERIENCED TEACHER, MIDDLE OR SENIOR LEADER WITH THE HARRIS FEDERATION, THE CAREER DEVELOPMENT OPPORTUNITIES OPEN TO YOU ARE SECOND TO NONE.

Our teaching school is a licensed provider for a range of professional qualifications designed to support leaders at different stages of their career by offering national qualifications to **middle leaders, senior leaders, those aspiring to headship and executive leadership**. These qualifications are delivered in line with the National College for Teaching and Leadership (NCTL).

Harris has a culture of school improvement and professional development embedded at the heart of the Federation. We are passionate about improving schools and we believe that teachers should be able to access high-quality professional development that makes a real difference to teaching practice and leadership. We support our educators to become the best teachers and leaders they can be.

All four Aspiring Leaders programmes are led by Principals and delivered by high-performing Principals, middle and senior leaders with exceptional track-records. Our leading practitioners have a wealth of experience working in schools, academies and Multi Academy Trusts (MATs), and have a proven record in improving outcomes for pupils and students.

THINK BENEFITS

AS WELL AS OUTSTANDING PROFESSIONAL LEARNING AND CAREER DEVELOPMENT OPPORTUNITIES, WE OFFER A HIGHLY COMPETITIVE BENEFITS PACKAGE.

HARRIS WELLBEING CASH PLAN

Our Medical Cash Plan gives you cover for routine healthcare including optician check-ups, dental treatment, physiotherapy, acupuncture and specialist consultations to help you get quick access to diagnosis. It can also help support your overall health and wellbeing, such as specialist scans and selected private package surgeries.

BICYCLE PURCHASE LOANS

You can borrow up to £1,000 to buy a bicycle through the 'Cycle to Work' scheme.

UPTO
£1,000 LOAN

PERFORMANCE BONUSES & HARRIS ALLOWANCE

Our teaching and leadership staff are entitled to a discretionary performance bonus or Harris allowance, depending on the responsibilities and experience of your position.

£2,000 INNER LONDON

£1,500 OUTER LONDON

TAPI CARPETS DISCOUNT SCHEME

Staff can get a 20% discount on all carpet and flooring merchandise at Tapi nationwide stores.

20% DISCOUNT

PERFORMANCE & LOYALTY BONUS

This bonus rewards Harris staff based on their service with the Harris Federation (calculated at 31st August) and their performance over the academic year. Eligible staff are entitled to the following payments in their December salary:

£50 1 YEAR OF SERVICE

£100 2 YEARS OF SERVICE

£150 3 YEARS OF SERVICE

£200 4 YEARS OF SERVICE

£250 5 YEARS OF SERVICE

£250 FOR EVERY YEAR THEREAFTER

CHILDCARE VOUCHERS

All employees can be a part of the Childcare Voucher Scheme, which converts taxable pay to tax free childcare vouchers.

ICT LOANS

We offer an interest free loan of up to £2,000 to purchase ICT equipment for personal use, repayable over 24 months.

UPTO **£2,000** INTEREST FREE LOAN

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

This provides cover for you and any immediate family members residing at your address, including children in full-time education, providing access to services including stress helpline, telephone counselling, tax and legal advice, elderly care and childcare, medical information and serious illness and accident support referral.

OUR ACADEMIES

Primary

- 1 Harris Primary Academy Beckenham
- 2 Harris Primary Academy Beckenham Green
- 3 Harris Primary Academy Benson
- 4 Harris Junior Academy Carshalton
- 5 Harris Primary Academy Chafford Hundred
- 6 Harris Primary Academy Coleraine Park
- 7 Harris Primary Academy Crystal Palace
- 8 Harris Primary Academy East Dulwich
- 9 Harris Primary Academy Haling Park
- 10 Harris Primary Academy Kenley
- 11 Harris Primary Academy Kent House
- 12 Harris Primary Academy Mayflower
- 13 Harris Primary Academy Merton
- 14 Harris Primary Academy Orpington
- 15 Harris Primary Free School Peckham
- 16 Harris Primary Academy Peckham Park
- 17 Harris Primary Academy Philip Lane
- 18 Harris Primary Academy Purley Way
- 19 Harris Primary Academy Shortlands

Secondary

- 20 Harris Academy Battersea
- 21 Harris Academy Beckenham
- 22 Harris Academy Bermondsey
- 23 Harris Girls' Academy Bromley
- 24 Harris Academy Chafford Hundred
- 25 Harris City Academy Crystal Palace
- 26 Harris Boys' Academy East Dulwich
- 27 Harris Girls' Academy East Dulwich
- 28 Harris Academy Falconwood
- 29 Harris Academy Greenwich
- 30 Harris Invictus Academy Croydon
- 31 Harris Academy Merton
- 32 Harris Academy Morden
- 33 Harris Academy Orpington
- 34 Harris Academy Peckham
- 35 Harris Academy Purley
- 36 Harris Academy Rainham
- 37 Harris Academy Riverside
- 38 Harris Academy South Norwood
- 39 Harris Academy St. John's Wood

Sixth Form

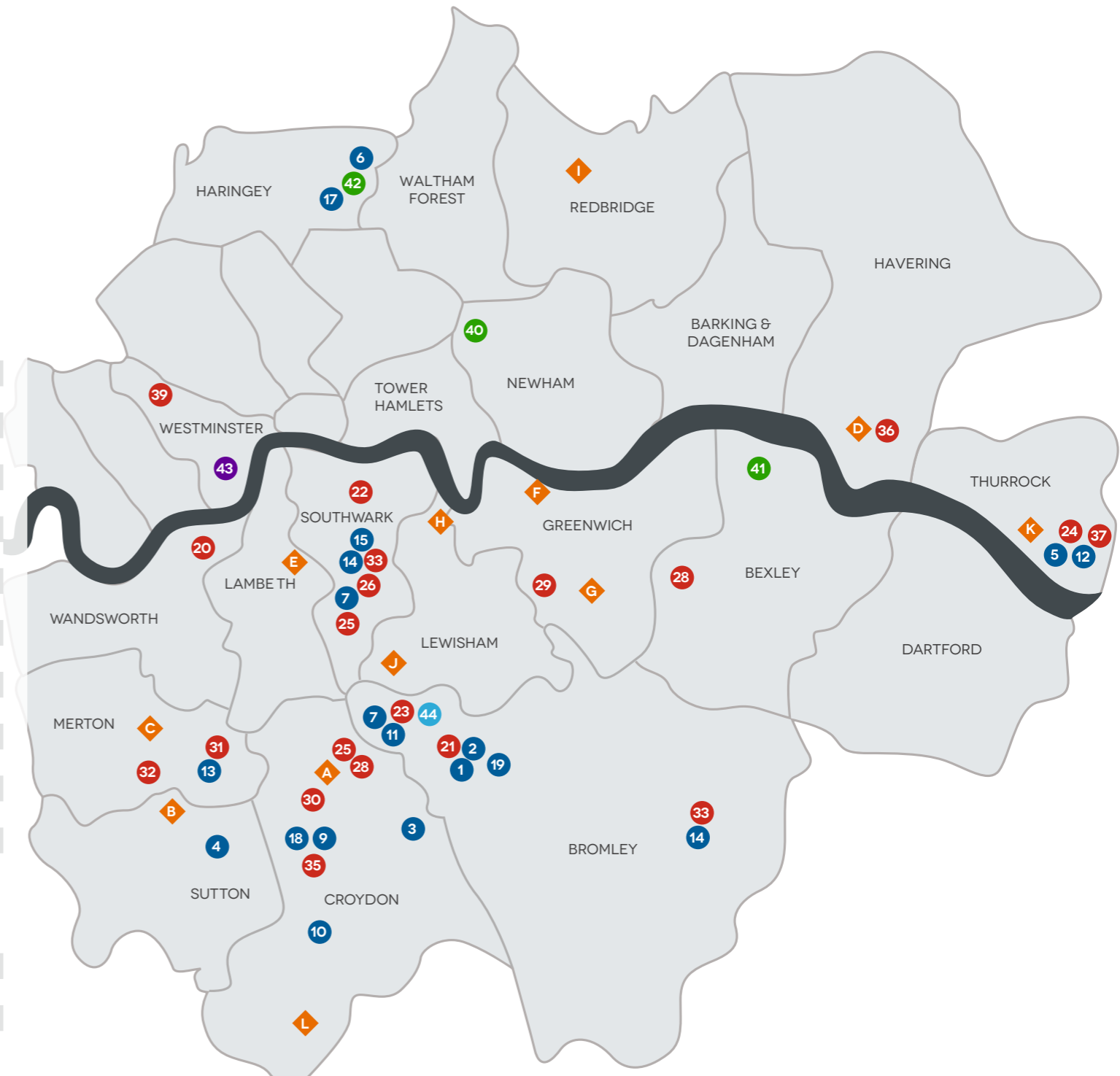
- 43 Harris Westminster Sixth Form

Alternative Provision

- 44 Harris Aspire Academy

Future Academies

- A Harris Professional Skills Sixth Form (2018)
- G Harris Boy's Academy Greenwich (2020)
- B Harris Academy Sutton (2018)
- H Harris Primary Academy Lewisham (2021)
- C Harris Academy Wimbledon (2018)
- I Harris Academy Redbridge (2021)
- D Harris Academy Rainham Sixth Form (2019)
- J Harris Academy Sydenham (2021)
- E Harris Central Sixth Form (2020)
- K Harris Primary Academy Purfleet (2022)
- F Harris Primary Academy Charlton (2020)
- L Harris Primary South Croydon (2022)



<h1>1</h1> <p>STAND ALONE SIXTH FORM</p>	<h1>3</h1> <p>ALL-THROUGH ACADEMIES</p>	<h1>19</h1> <p>PRIMARY ACADEMIES</p>	<h1>20</h1> <p>SECONDARY ACADEMIES</p>
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FROM

THE CEO



THANKYOU FOR TAKING AN INTEREST
IN DEVELOPING YOUR CAREER WITH
THE HARRIS FEDERATION.

When any of us choose to become teachers I think we do so for three major reasons: we love our subject and want to inspire others to share this; we want to pass on our enthusiasm for learning to the next generation; and we believe that a good education is the greatest means of helping establish a fairer society where everyone has the opportunity to make the most of their lives.

When we created the Harris Federation we did so in order to improve the life chances of young people in and around London. Lord Harris, having grown up in Peckham and been forced by his family circumstances to leave school at 15, was clear that our focus must be on taking on the most challenging schools in London and turning them into exceptional places of learning where everyone – staff and students – thrives.

We believe that teachers need the freedom to teach brilliantly, the development and training to grow as learners themselves and the leadership and support that comes from an organisation that is solely focused on education and is run by people who have worked in schools and understand teaching and learning.

As we grow, we are delighted to welcome new and experienced teachers into the Federation each year, as well as the support staff that help our Academies to thrive. We support our staff in their learning and our professional development is regularly described as 'outstanding'. All of us within the Harris Federation continue to grow our expertise and share it with each other.

Any prospective staff wishing to tour one of our Academies are warmly welcome to do so. We look forward to meeting you.

Sir Daniel Moynihan Ed.D, M.A.B.Sc. (Econ)
Chief Executive

FIND OUT MORE

If you think a career with the Harris Federation is right for you, visit our careers website to find your next challenge. We are always looking for talented individuals who want to make a difference.

visit www.harriscareers.org.uk

email careers@harrisfederation.org.uk

follow  [@HF_Careers](https://twitter.com/HF_Careers)  [@HarrisFed](https://twitter.com/HarrisFed)

Harris Federation 