

THINK TEACHING.

THINK HARRIS.

A young man and a young woman in school uniforms are smiling. The man is on the left, wearing glasses, a dark blue blazer with red piping, a white shirt, and a red striped tie. The woman is on the right, wearing a similar dark blue blazer with red piping, a white shirt, and a red striped tie. Both blazers feature a crest with a bird and the word 'Harris'.

# ABOUT US

**2** STAND-ALONE SIXTH FORMS

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**3** ALL-THROUGH ACADEMIES

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**19** PRIMARY ACADEMIES

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**24** SECONDARY ACADEMIES

A person in a blue school uniform is seen from the side, standing in a park. The background is filled with trees showing vibrant autumn foliage in shades of yellow, orange, and red. The scene is captured in a soft, natural light, suggesting a peaceful outdoor setting.

THE HARRIS FEDERATION IS THE LEADING  
LARGE MULTI-ACADEMY TRUST IN THE  
COUNTRY FOR PRIMARY AND SECONDARY  
EDUCATION.

Our 48 academies currently educate 36,000 pupils across Greater London.

Since establishing our first school nearly 30 years ago, we have built an unrivalled reputation for running outstanding schools in London. Maintaining a track record of accomplishment in achieving success through rapid school improvement.

Our people are at the heart of our success. Developing a strong culture of collaboration and best practice, with professional development and career planning at the centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level from Beginner Teachers to Executive Leaders.

We believe we are at the forefront of training and developing some of the best practitioners and preparing the next generation of senior leaders. At Harris, we look for talented individuals who share our vision and want to help create exceptional places of learning.

*“Harris is a great choice because you know you’ll get unrivalled training and support from the start and this will continue as you progress. Harris offers so many opportunities to people at all levels of their career.”*

Sasha, ITE Professional Tutor

A young Black woman with braided hair, wearing a dark blue school uniform with red piping and a crest on the pocket, stands in front of a wall with large, colorful geometric shapes in shades of teal, yellow, and maroon. The text is overlaid on a red background.

# WHAT SETS THE HARRIS FEDERATION APART?

*"Harris has been the first employer to take time to understand my strengths, weaknesses and ambitions; to tailor a path that has been both challenging and incredibly rewarding. During my time I have met an incredible group of like-minded people both in and outside of the Federation that otherwise I would never have had the opportunity to meet."*

Kim, Science Lead Practitioner

WE ARE COMMITTED TO TRANSFORMING THE SCHOOLS THAT JOIN OUR FEDERATION, SOME OF WHICH HAD BEEN FAILING FOR GENERATIONS BEFOREHAND. THE SUCCESS OF OUR ACADEMIES IS SYNONYMOUS WITH OUR COMMITMENT TO CREATING SUPPORTIVE, STRUCTURED AND IMPACTFUL PLACES OF WORK FOR ALL OUR STAFF.

Ensuring a truly collaborative and supportive workplace, our employees can easily access a network of Principals, mentors and subject/phase specialists who can help them develop their careers.

At Harris, we believe sharing best practice and finding ways to say 'yes' for what works best for you in your academy, department or classroom is a big part of our success. Encouraging innovation, trying new things and operating in ways best to suit the education of the young people we serve. There is no better place to grow your career whilst being able to make tangible difference in Education.

## ABOUT US

### PRIMARY EDUCATION

We have 19 primary academies, plus three all-through academies and England's first free Nursery Hub. Each of those primary academies inspected by Ofsted has been judged Good or Outstanding (79% Outstanding). Some of our academies are brand new schools established to meet the need for extra places in specific areas of London, but many were previously failing schools located in challenging areas of London.

The independent Education Policy Institute ranks Harris as the top performing academy trust for pupil progress, with 79% of our cohort meeting the expected standard in Key Stage 2 in reading, writing and mathematics combined (national average is 64%).

### SECONDARY EDUCATION

In addition to our three all-through academies, we have 24 secondary academies and 2 standalone sixth forms.

In the years since we formed the Harris Federation, we have consistently delivered outstanding results for the young people in our schools. Our average Progress 8 score in 2017/18 was +0.49 compared to -0.00 nationally. Eight of our secondary academies were in the top 10% for pupil progress nationally.

Almost all of our inspected secondary academies – 18 out of 20 – are rated outstanding by Ofsted. This track record is unmatched anywhere else in the education system.

<p>1<sup>ST</sup></p>	<p>Think tank the Education Policy Institute says: "At primary level the Harris Federation is the HIGHEST PERFORMING school group in England."</p>
<p>1 IN 41</p>	<p>The Harris Federation educates 1 in every 41 children in London: 36,000 in total.</p>
<p>73%</p>	<p>Pass rate for disadvantaged primary children (48% nationally).</p>
<p>24</p>	<p>24 Harris students were admitted to Oxford and Cambridge in 2018, including 8 black students and 6 Low Income Pupil Premium.</p>
<p>+0.33</p>	<p>Disadvantaged students at Harris achieve 6 grades higher than the national average at GCSE.</p>
<p>100%</p>	<p>ALL Harris academies are rated 'GOOD' or 'OUTSTANDING' by Ofsted.</p>

A professional portrait of a man with short dark hair and a goatee, wearing a dark maroon suit jacket, a white dress shirt, and a grey patterned tie. He is smiling slightly and looking towards the camera. The background is plain white. Three yellow horizontal bars are overlaid on the lower half of the image, containing the text 'HARRIS', 'FEDERATION', and 'IN NUMBERS' respectively.

HARRIS

FEDERATION

IN NUMBERS



OUR VISION

FOR EDUCATION





## MAKING A DIFFERENCE, TOGETHER.

Social mobility is important to us. Closing the gap between young people from disadvantaged backgrounds and their peers has always been a core mission of the Harris Federation.

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. Our vision is to transform education across London, maintaining a truly supportive and collaborative network of Academies as part of the wider Federation.

Our exceptional teachers, support staff and leaders come from a wide range of backgrounds, sharing a strong 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

# GRADUATE

# TEACHING ASSISTANT

# PROGRAMME

OUR GRADUATE PROGRAMME OFFERS THE OPPORTUNITY TO:

**1** EARN A SALARY WHILST GAINING INVALUABLE CLASSROOM EXPERIENCE AND SUPPORT.

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**2** START YOUR CAREER ALONGSIDE SOME OF THE BEST PRACTITIONERS IN EDUCATION.

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**3** DEVELOP YOUR LEADERSHIP SKILLS.

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**4** JOIN ONE OF OUR THRIVING PRIMARY OR SECONDARY ACADEMIES IN LONDON.

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**5** GO ON TO START YOUR INITIAL TEACHER EDUCATION (ITE) THROUGH OUR HARRIS SCHOOL DIRECT PROGRAMME, IDENTIFIED AS 'OUTSTANDING' IN ALL AREAS BY OFSTED.



*“I started my teaching journey at Harris by working as a Teaching Assistant to gain classroom experience and to make sure that teaching was the right career choice for me. As I had never actually worked as part of a school team before, it was a really useful way for me to understand the role of a Primary teacher better.”*

Maya, Primary Art Lead and Harris School Direct alumna

## ASPIRE TO INSPIRE WITH HARRIS FEDERATION.

Class immersion is at the centre of our programme. We believe that in order to shape great teachers and exceptional learning environments, it is important that you experience this first hand.

Learn to teach with the support of expert classroom practitioners in one of our academies across Greater London, developing the skills and knowledge you need to be an outstanding educator.

Equipped with invaluable classroom experience, we expect many of our Graduate Teaching Assistants will go on to complete their Initial Teaching Education through our Harris School Direct programme, taking the next step in their educational careers.

We are looking for driven, dedicated leaders who share our belief that every child should have access to the best possible education, enabling them to grow into the future leaders of tomorrow.

If you are looking to explore a career in education, apply today for a Graduate Teaching Assistant place on our primary or secondary programme.

# 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](http://www.harristraintoteach.com)

*"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

## OTHER ROUTES INTO TEACHING WITH HARRIS ITE

### FUTURE TEACHING SCHOLARS

Harris ITE supports the Future Teaching Scholars programme, a new and exciting route into teaching, designed for outstanding sixth 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.



# THE START

# OF YOUR CAREER

# AS AN NQT

WE RUN AN ESTABLISHED AND HIGHLY SUCCESSFUL NQT PROGRAMME DESIGNED TO BUILD ON YOUR TRAINING YEAR, AND TO FURTHER DEVELOP YOUR CLASSROOM PRACTICE, SELF-EVALUATION, SUBJECT AND CURRICULUM KNOWLEDGE.

The programme also provides a supportive network of colleagues with whom to share ideas, experiences and best practice.

Our NQT Induction programme ensures that your future career and professional development builds on the individual ethos and vision of the academy in which you work, whilst recognising where collaboration and best practice can be shared across the Federation. We nurture your professional skills by providing a supportive yet challenging structure where you can flourish and capitalise on the highest standards of learning and teaching.



## YOUR NQT YEAR AT HARRIS WILL INCLUDE:

- 1** A MENTOR, WHO WILL MEET WITH YOU EACH WEEK PROVIDING REGULAR SUPPORT SO THAT YOU CONTINUE TO DEVELOP EXCELLENT CLASSROOM PRACTICE.

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- 2** SUBJECT AND AGE PHASE SPECIALIST TRAINING FROM OUR CENTRAL TEAM OF CONSULTANTS AND OUTSTANDING PRACTITIONERS, OFFERING AN OPPORTUNITY TO DEVELOP SPECIFIC SKILLS AND TO DEVELOP NETWORKS WITH COLLEAGUES ACROSS THE FEDERATION.

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- 3** A WELCOME CONFERENCE EARLY IN THE AUTUMN TERM TO INTRODUCE THE INDUCTION PROGRAMME AND TO MEET KEY STAFF, FEATURING HIGH-PROFILE KEYNOTE SPEAKERS AND HIGH-QUALITY WORKSHOPS.

*“The training and support I have received in my early career have been phenomenal; there are multiple, interconnected networks I can call on and the outstanding working relationship I have with my teaching mentor is at the forefront of my development.”*

Jonathan, Science NQT

# YOUR CAREER PATHWAYS

NO MATTER WHAT STAGE IN YOUR CAREER, OR WHAT JOB YOU DO, WE WILL SUPPORT AND DEVELOP YOUR SKILLS.

Our bespoke learning and development programmes are second to none. Designed to help you build a long and rewarding career with the Harris Federation and make the biggest possible difference to the children we teach.

The Harris Federation Teaching School Alliance works with primary and secondary schools around London, including our own, to deliver training and development.

Whether you aspire to become a middle or senior leader, or the ambition to become an outstanding practitioner in your area of expertise, our Teaching School Alliance provides a range of bespoke courses and qualifications. These courses include a suite of National Professional Qualifications (NPQML, NPQSL, NPQH

and NPQEL), Lead Practitioner (LP) and Specialist Leader in Education (SLE) programmes. Our aim is to help you achieve your ambitions more quickly.

In addition to these exceptional training programmes, you will have the opportunity to collaborate with teachers and leaders across our academies, sharing data and resources and working together to grow your professional practice and personal development.

We have a highly experienced team of leaders, including executive principals, mentors and subject specialists, all committed to supporting your career and developing your skills as a teacher or leader.

*"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





*“Harris’ reputation for no excuses, ensuring excellence and refusing to settle resonated with me as a teacher and a Head of Department, so joining the Federation made sense. What’s more, because the role of History consultant is one that exists so rarely elsewhere, I was hugely motivated when I saw it – it made me realise how forward-thinking Harris was about what is needed in education right now.”*

Zoe Howells, History Consultant

# HARRIS 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.

## HARRIS ALLOWANCE

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

**£2,000** INNER LONDON

**£1,500** OUTER LONDON

## BICYCLE PURCHASE LOANS

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

UPTO  
**£1,000** LOAN

## 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

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**£100** 2 YEARS OF SERVICE

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**£150** 3 YEARS OF SERVICE

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**£200** 4 YEARS OF SERVICE

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**£250** 5 YEARS OF SERVICE

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**£250** FOR EVERY YEAR THEREAFTER

## ICT LOANS

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

UP TO **£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

## Nursery Hub

- 16 Harris Nursery Hub Peckham

## 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 Ockendon
- 34 Harris Academy Orpington
- 35 Harris Academy Peckham
- 36 Harris Academy Purley
- 37 Harris Academy Rainham
- 38 Harris Academy Riverside
- 39 Harris Academy South Norwood
- 40 Harris Academy St. John's Wood
- 41 Harris Academy Sutton
- 42 Harris Academy Wimbledon

## All-Through

- 43 Chobham Academy
- 44 Harris Academy Tottenham
- 45 Harris Garrard Academy

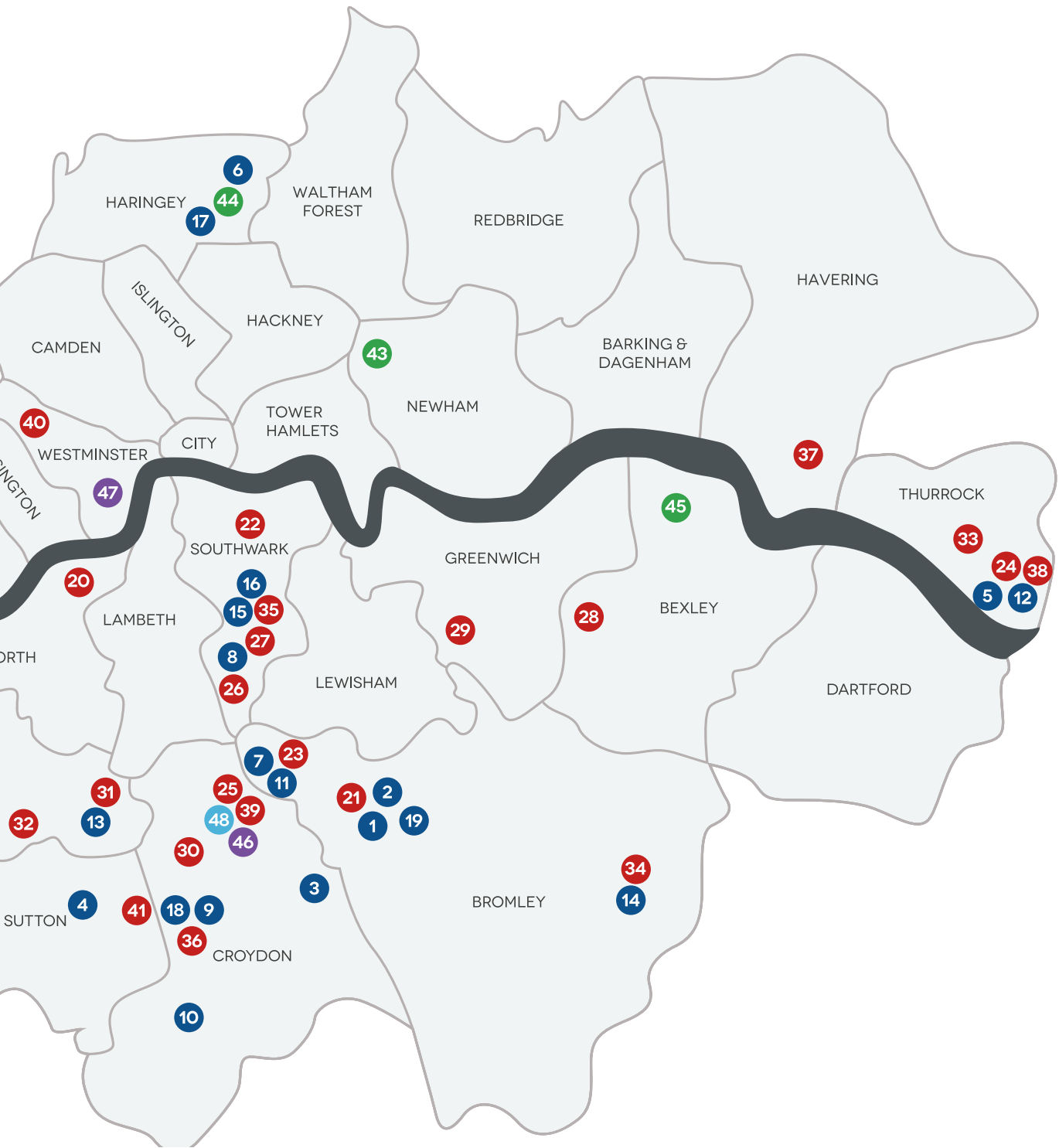
## Sixth Form

- 46 Harris Professional Skills Sixth Form
- 47 Harris Westminster Sixth Form

## Alternative Provision

- 48 Harris Aspire Academy





1	2	3	19	24
NURSERY HUB	STAND ALONE SIXTH FORMS	ALL-THROUGH ACADEMIES	PRIMARY ACADEMIES	SECONDARY ACADEMIES

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 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](http://www.harriscareers.org.uk)

email [careers@harrisfederation.org.uk](mailto:careers@harrisfederation.org.uk)

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

**Harris** Federation 