



Heartlands
High School



Information for Prospective Staff

About us



We opened as a new school in September 2010 in state-of-the-art facilities. We are now oversubscribed and a first-choice school for parents and students in the local community. Our intake is diverse and is a real reflection of the community that we serve. Our aspirations for this community are high and we want our students to have access to the very best education. In 2017 we were delighted to be awarded Teaching School Status as a reflection of our strength in growing teachers both through ITT and ongoing professional development.

Heartlands is a successful, well run school, with a warm supportive workforce, staff are friendly and collaborative, proud to work here and enjoy coming to school each day.

Staff hold leadership in high regard and believe the school is well-led. Our staff are our greatest asset and we work hard to ensure they are valued and developed to the highest of levels.

Teaching School

Continuing professional development is a top priority at Heartlands. Being awarded Teaching School Status in 2017 has allowed us to advance our continued professional development for all staff. As a teaching school we offer a range of fantastic courses and programs of support. These courses include access to the Improving Teaching Program, Outstanding Teacher Program and the National Qualifications for Middle, Senior leaders and Headteachers.

Year-on-year, staff here rate CPD as a key strength of the school, as Investors in People recognised in their 2016 report confirming the School's Silver award status. Staff described how valued CPD was by leadership who provided good opportunities for development ‘...the senior management encourage learning to be an everyday part of the school day.’

As well as those listed above we offer a range of CPD opportunities including:

- An NQT+1 program for those in their 2nd year of teaching
- Individualised coaching programs
- Preparing for leadership courses
- Teaching Shapes, a peer-to-peer development and observation programme
- Timetabled protected paired planning with a faculty colleague
- Access and supported use of the Iris Connect video-based learning platform.

“The values are really strong here, it is something I noticed when I applied. It’s really clearly explained during induction. The behaviour system works well for most students and the whole approach is good”

Initial Teacher Training

At Heartlands High School we are passionate about training teachers. We offer a full support package to trainees which focuses on high-quality mentoring and in-school training.

We have experience of successfully supporting teachers through a range of programs working with partners such as Teach First, the Institute of Education and many other high-performing universities.

“I feel I’m really well supported, there’s sessions in the morning you can join in. There’s Twilight sessions and good sharing. I’m doing my [qualification] which I started this year, it is about personal responsibility, not pushy, you can put yourself forward”

Ethos and behaviour

Heartlands has a strong and powerful ethos focused on ensuring all students and staff meet their full potential. We want our students to develop a commitment to learning through outstanding learning, outstanding partnerships and an outstanding ethos. We expect our students to achieve higher than the national average results and we support them in getting there.

We believe a strong ethos and good student behaviour is the key to good progress, and instils in students the will to succeed. Our ethos is captured in the acronym SEARCH; School Matters, Effort, Achievement, Character and High Aspirations. These values are non-negotiable and drive all we do and are core to our success.

Visitors to the school regularly comment on the calm and purposeful atmosphere in lessons and at break and lunch time; something we pride ourselves on. We have the highest of expectations and this is upheld by all staff.

Why work here?

Heartlands High School is great place to work. We have a brilliant team of teachers and support staff and have the pleasure of working with the fantastic young people of Haringey. In addition the academy offers all its staff a range of benefits including:

Appraisal
The opportunity to achieve enhanced increments for outstanding achievement and progress in lessons. We do not grade lessons, rather look holistically at a range of evidence to appraise staff.

Employee Assistant programme
Free confidential information, support,

counselling and advice – 24 hours a day.

Cycle to Work scheme
Loan a bike and safety equipment as a tax-free benefit – saving on tax and NI.

Computer scheme
IT equipment – saving on tax and NI.

Childcare vouchers
Employees are exempt from paying tax and NI. You could save up to £100 per month.

Eye care vouchers
Employees using a VDU can apply for a free eye examination.

Employer pension contribution
Teachers’ Pension scheme (Teachers). Local Government Pension scheme (Support staff).

Season ticket loan
Employees are entitled to apply for an annual, interest-free season ticket loan for travel.

Health and Wellbeing Weeks
Access to a range of benefits including free flu jabs, exercise classes and special events during the week.

Private Health Care Plan
We offer the Level one Bupa Cash plan to all employees.

Generous holiday allowance

Flexible working options
We ensure that every job we recruit to is advertised as being open to flexibility unless there’s a good business reason why it can’t be.

Family friendly policies

A comprehensive training and development offer

Plan on a Page	1. To ensure high quality outcomes for students in examinations and throughout school life	2. To ensure the highest standards in personal development, behaviour and welfare for students	3. To ensure a broad curriculum for students supported by high quality teaching and learning	4. To ensure high quality business and support services that support pupil progress
	Ensure all students make outstanding progress with no gaps for underperforming or vulnerable groups	Develop actions to improve the safety and welfare of young people outside of school	Improve consistency of feedback	Improve the quality of customer service
	Improve progress in English	To reduce exclusions by improving and expanding in school interventions and use of partner organisations.	Improve students oracy and spoken language	Develop a strategy to balance the budget in preparation for 2019/2020
	Build on strong progress in mathematics and ensure better attainment at Grade 5	Deliver an outstanding whole school mental health support program	To promote and teach self-regulated learning	Ensure a clear transition to a new MIS by April 2019
	Improve progress in Combined Science	Secure attendance of 96% and reduce lates to school	Review and improve all curriculum plans.	Ensure that the environment of reflects aspiration and excellence
	Build on strong progress in History and ensure positive progress in Geography, Sociology and Humanities	Deliver a pastoral support programme to promote academic excellence and outstanding character	To develop the role of the extended leadership team in promoting exceptional teaching across the school	Deliver a strategy to ensure the high quality in IT services to support learning
	Build on strong progress in PE and Sport Studies	Ensure all students have access to, and participate in enrichment	To deliver a high quality programme of school to school support, CPD and ITT through the teaching school	
	Build on strong progress in Computing and IT	The extended leadership team to lead all staff to embrace and promote the SEARCH for SUCCESS ethos	Develop a culture of research based innovation	
	Build on strong progress in Business		Ensure teachers have the appropriate range of skills to deliver A Levels	
	Improve progress in Art, Music and Drama		To develop a school staff well-being plan	
	Build on improvements made in MFL to bring attainment in line with national averages and to achieve a positive progress score			
	Improve progress within Technology			

Application process

Filling in the application

It is essential that a fully completed application form is submitted using our online service. Heartlands Community Trust will not accept CVs. It is recommended that you retain a copy of your application form, so you can refer to it if you are invited for an interview.

The main sections of the application form ask for various information relating to your work, educational and personal history. This information allows your application to be fully assessed against the criteria/competencies required for the job role. When completing the application, you should provide your entire work history, including a description of any gaps in employment. In addition, outline your skills, qualifications and any notable awards. These can be selective, and you only need to provide those you consider relevant to the job you are applying for.

Application forms should be submitted with a letter of application (no more than two pages) which addresses the person specification explaining why you are applying for this post and how your experience, skills, training and personal qualities match the requirements of the role as set out in the job description and person specification.

Safeguarding and Child Protection

Heartlands Community Trust is committed to safeguarding and promoting the welfare of children and young people, and applicants for vacant posts are expected to share this commitment.

If you are offered a job, the offer will be conditional on

satisfactory pre-employment checks. These will include: Identity checks, Right to work in UK, References, Prohibition check (Teachers only), Qualifications check, details of any capability procedures in the previous two years, pre-employment health check and Barred List check.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence if an individual who is disqualified from working with children knowingly applies for, offers to do, accepts or does any work with children.

Criminal Record and Disclosure and Barring Service

The post holder will be exempt from the Rehabilitation of Offenders Act 1974.

Current convictions and criminal offences should be declared on the application. You will be required to declare all past convictions, including spent ones.

You will be required to bring a written disclosure statement in a sealed envelope to interview.

If you are appointed, you will be required to complete a DBS check. Any information received from the DBS will be treated in the strictest confidence. Having a criminal record will not exclude you from appointment, unless it is considered that the conviction renders you unsuitable to work with children.

Referees

Please provide details of two referees, one of whom should be your present/most recent employer. References will not be accepted from relatives or friends. References are requested for all shortlisted candidates unless you specifically request us not to do so. Open references will not be accepted.



Declaration of Relationships

Heartlands Community Trust asks that all potential employees highlight any relationships to school governors or employees to ensure all applicants are treated fairly.

Applicants with a disability

If you are an applicant with a disability, please tell us in your application. If a disabled applicant meets all the essential criteria of the person specification, the applicant will be short listed for an interview. Telling us in advance means that we can make any reasonable adjustments at interview.

Equal Opportunities

Our Equal Opportunities Monitoring section ensures the process is fair, it is not seen by anyone involved in selection.

Language requirement

Some roles are covered by part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English will be an essential requirement.

Enquiries

For any enquiries relating to the job role, please email HR@heartlands.haringey.sch.uk



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