



HEARTLANDS
COMMUNITY TRUST

INFORMATION FOR PROSPECTIVE STAFF

ABOUT US

The Heartlands Community Trust was formed in May 2013 out of its founding School, Heartlands High School, a school with a well established reputation for educational excellence and the aspiration for all young people to become the best they can be through the emphasis on 'Search for Success'

Heartlands High School is at the heart of its local community and it is a model for a values driven and truly inclusive education, which nurtures the development of every child. The principle of Searching for Success for all children remains at the heart of the Trust. It was the inspiration behind the developing specialist provision for children with autism in the school and subsequently led to a successful bid to establish a specialist free school. The Grove, is now a very successful sister school, an all through academy, which caters for the needs of learners with autism and maintains strong links with mainstream provision in the Trust.

OUR SCHOOLS



WWW.HEARTLANDS.HARINGEY.SCH.UK

WWW.THEGROVESCHOOL.CO.UK



WWW.NLTA.ORG.UK

STAFF MORALE IS HIGH. MIDDLE LEADERS DEMONSTRATE ENTHUSIASM AND AMBITION TO DO THE VERY BEST THEY CAN TO IMPROVE PUPILS' OUTCOMES. TEACHERS SPEAK POSITIVELY ABOUT THE LEVEL OF SUPPORT AND TRAINING THEY RECEIVE, AND APPRECIATE LEADERS' EFFORTS TO REDUCE THEIR WORKLOAD.

—OFSTED 2019

A MESSAGE FROM OUR CEO



The well-established values and ideals at the heart of our Community Trust now provide a space within the wider education system where more schools can come to work together, to grow and flourish.

We believe passionately in the power of 'stronger together', of what can be achieved when schools collaborate, particularly within the context of a multi-academy trust. We can harness a source of energy and power to the advantage of each and every school member, through shared values, mutual learning, and the provision of high quality services.

We take a 'by schools for schools' and a 'for the common good' approach to our Trust decisions within a clear framework of values and goals, which help each school to express its individual ethos and identity, whilst also appreciating the importance of family and collaboration.

Learning from the experiences of every high performing trust, we focus on continual school improvement, which is achieved through nurturing effective partnerships, school-to-school support, innovation in teaching, learning and the curriculum, and providing excellent opportunities for staff development. All our Trust Services are directed toward helping our schools to give our young people the best possible opportunities to learn, grow, flourish and be successful within the context of strong school communities.

I am proud to be CEO of this trust and I extend a warm welcome to all those who are attracted to the aims and values of our Trust. We have built the capacity and space for everyone to thrive – our children, our staff and our schools. This is an exciting time to join our trust, as an individual, or as a school, as we look towards the next stage of our growth and development – and work together on our future.

Anthony Billings BA (Hons), PGCE, MA, NPQH
Chief Executive Officer

VISION & VALUES

OUR VISION

Our schools and staff nurture a commitment to learning through developing schools with a strong ethos, outstanding achievement, high-quality teaching and learning, and exciting partnerships.

ETHOS

We want schools to retain their unique character. We ensure that children and young people are valued as individuals and enjoy their learning. Structured approaches to behaviour strategies provide children, young people, parents and staff with clear policies within which to work. We create value systems in schools that support character development.

OUTSTANDING ACHIEVEMENT

We encourage the highest of expectations in relation to academic attainment and pastoral attainment by creating well-rounded young people with the social capital to succeed.

WHY WORK FOR US?

Heartlands Community Trust 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.

TECH SCHEME

Tech equipment, saving on tax and NI.

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,

HIGH QUALITY TEACHING & LEARNING

Our schools provide a curriculum that places a priority on success across English, maths, science, languages and humanities, without negatively impacting on the arts. We inspire our children and young people to ask questions, to interrogate and to love to learn. Where children and young people need support, we act with early intervention. Our six principles of learning provide an effective framework for raising standards in teaching and learning.

PARTNERSHIPS

We value our local authorities and build strong and productive links with them by encouraging our schools to play a central role within their own communities.

OUR APPROACH

The Heartlands Community Trust was established to ensure inclusive high-quality education. We aim to develop a network of schools that are collaborative and based in clusters, around geography and need.

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



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