

Haggerston School

Aspiration Creativity Character

Candidate Recruitment Pack



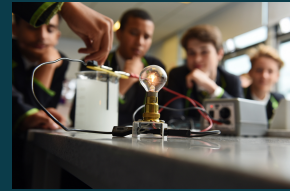
MESSAGE FROM THE HEADTEACHER

Ms Ciara Emmerson

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Thank you for expressing an interest in working at Haggerston School. We are a successful inner-city community school, with a very diverse student population. You would be joining us at an exciting stage of our development from a Good to an Outstanding school. Our aspiration is to become one of the best schools in the country and you could play a key role in realising that vision and ambition. We are looking for someone who has ambition and humility in equal measure and who works well with others. We need staff who believe that all children and young people, irrespective of background, can achieve excellence if they have the right educational support and the highest standards of teaching. Haggerston staff are driven to transform the opportunities of all young people in the community we serve.

Haggerston School is a great place to work. There is a warm and supportive culture and staff feel valued because the school invests in their professional development and wellbeing. We focus on developing simple, sustainable systems which staff can execute consistently because we feel this is the key to long-term school improvement. We want our staff to be positive and energetic, with a real investment in the school so we believe in fostering a culture of healthy work-life balance and strong professional relationships.



The Haggerston Way: Our Mission

- **Aspiration:** We strive to be the best versions of ourselves. We work hard everyday to master the knowledge and skills we need to lead successful, fulfilled lives.
- **Creativity:** We create beautiful work to inspire others. We are independent-minded, creative thinkers and problem-solvers.
- **Character:** We are articulate, confident and determined individuals. We work to build the qualities of Resilience, Ambition, Curiosity and Community Spirit.

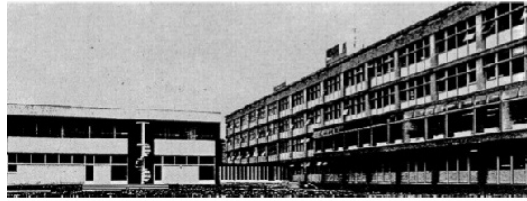
"The reason I like working here so much is the supportive nature of all members of staff. There's always someone to ask advice from and I think there's a real sense of community here." Ms Barclay, Inclusion Manager

HISTORIC BUILDING & LOCATION

Set in spacious grounds, and in a historic Grade II listed building designed originally by Erno Goldfinger.

Under the Building Schools for the Future programme, the school was extensively modernised and refurbished and a brand new Arts block was added. Haggerston is set in a vibrant, creative part of Hackney.

There is a rich culture of art and music, as well as close proximity to the 'tech triangle' of Shoreditch. These influences provide excellent, varied opportunities for students at the school. Our students reflect this diverse and dynamic community and we are committed to ensuring they have the best educational experience possible.



TEACHING AND LEARNING

Teaching and Learning is at the heart of what we do.

We take an evidence based approach to what works in the classroom, drawing on the best available knowledge from high performing systems around the world, to help us understand what pedagogy approaches will help our students to learn the most. Consequently, our teaching rubric is based on Rosenshine's 'Principles of Instruction' but is applied in a variety of ways across different subject areas. We are not prescriptive so the principle of 'modelling', for example, might look quite different in one key stage to another or from one department to another. We appoint teachers with strong subject expertise and then trust them to interpret and apply the principles in the way that is most effective for their classes and within their discipline. Our CPD programme and our support for early careers teachers are both real strengths of the school and one of the reasons why many teachers start here as NQTs and then progress into leadership positions over time.

A team of expert teachers, or 'Lead Practitioners' deliver training through programmes such as 'Good to Great' as well as offering individual support, helping teachers to advance their own professional practice and careers. We believe that every child is capable of making exceptional progress given the right conditions and aspire for every student to progress to university or a real alternative. If you share that aspiration, then this is a school where you can make a real impact.



SIXTH FORM

We have a small but expanding sixth form.

We are proud of our 100% pass rate and year on year increases in the proportion of students who achieve the top A*-B grades. Our students progress to high quality further education and training courses, a testimony to the aspirational ethos of the sixth form and the personalised support students receive. We have a wide-ranging enrichment offer, including volunteering, work related learning, Duke of Edinburgh award, cultural experiences and visiting lecturers. We have partnerships with organisations such as The Access Project to ensure that all students, especially those from disadvantaged backgrounds, have the confidence and knowledge to make sound choices to build a successful and fulfilling life for themselves.



I really enjoy working at Haggerston because of the family-like feel within the staff. Staff members are supportive and approachable, and are always willing to help. Students are respectful and polite, and a pleasure to be around and support. Ms Ramsey, DDSL



OFSTED 2022

In December 2022, OFSTED judged Haggerston School to be Good in all areas.

Some highlights from the report include:

- o "Pupils are safe and happy here."
- o "Teachers combine discipline with professional warmth and ensure that poor behaviour is not tolerated."
- o "Teachers have strong subject knowledge and are supported by an effective professional development programme."
- o "Leaders consider staff's workload and take account of their well being seriously."
- o "Staff feel well supported and have access to a wide range of professional development opportunities."
- o "Pupils typically behave well."



"I thoroughly enjoy being part of a school that encourages growth, promotes opportunities and recognises even the small details." Ms Forbes, Assistant Head of 6th Form & Careers

EMPLOYMENT BENEFITS AT HAGGERSTON SCHOOL

Incentives:

- o Cycle Scheme
- o Pension Scheme Auto-Enrolment into the Local Government & Teachers' Pension Scheme
- o Season Ticket Loan Scheme (to support travel expenses)
- o IT Salary Sacrifice Scheme



Professional Development:

- o Performance Appraisal process enables tailored, personalised professional development
- o Access to higher quality in-house and external professional training, including NPQML/SL & NPQH
- o Annual programme of leadership development opportunities, including leadership lectures and coaching.
- o Support to complete further academic study and professional qualifications
- o Two INSET days per year devoted to curriculum planning time in faculties



Lifestyle & Wellbeing:

- o Health and Wellbeing weeks - three meeting-free weeks over the course of the year, which include wellbeing events for staff such as yoga, massages and mindfulness classes
- o Healthy Eating Options – subsidised meals available from the canteen and a designated staff coffee shop selling healthy sandwiches, hot and cold drinks, cakes and pastries
- o Parking - Onsite car parking facilities and bike sheds
- o Staff counselling service – Aspace provide a professional service free of charge to staff
- o Occupational Health Service – Medigold Health provide free health advice and support to staff
- o CSSC Sports and Leisure (Civil Service Sports Council) – Staff are eligible to join for £3.99 per month and gain access to Free Entry to English Heritage sites for the member and family, half price cinema tickets, 2 for 1 tastecard for use in a range of restaurants, 50% off theme park entry

EQUALITY & DIVERSITY – ACTIVELY BUILDING OPPORTUNITIES FOR ALL

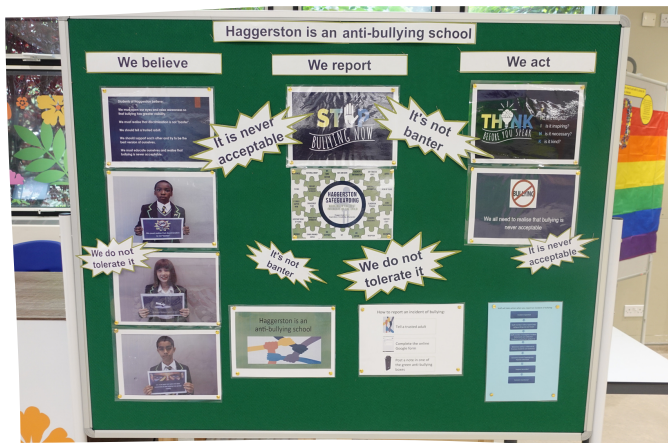
Haggerston is a diverse school community; a strength we celebrate and promote.

We are committed to equality of opportunity for all members of the School Community and recognise our duty under the law to oppose all forms of discrimination, including on the basis of disability, gender, pregnancy and maternity, religion or belief, sexual orientation and marital or civil partnership status. We oppose all bullying and unlawful discrimination on the basis that a person has a special educational need or learning difficulty, or because English is an additional language. These beliefs are fundamental to how we think and operate as a school, our commitment to principled leadership, and to the values we teach our students.

"My time here has given me a strong insight into the benefits of working in a school where there is a strong and rich community environment, benefitting us as teachers and the students who come to learn at the school."

Mr Seisay, Head of Computer Science Department

We ensure that all policies and practices comply with the public sector equality duty set out in section 149 of the Equality Act 2010. However, we want to go further than meeting our statutory duty. In recognition of the lack of diversity in leadership across the education sector and beyond, we seek to provide opportunities for career development for all staff, including those who are often under-represented, such as women, black and ethnic minority leaders. There are some practical steps we can take to support this, such as welcoming applications from staff proposing job shares, looking favourably upon flexible working and part time requests and providing a range of leadership opportunities within school, such as leadership lectures (including from successful female, black and ethnic minority leaders). We are conscious in our recruitment process to mitigate against unconscious bias and seek, wherever possible, to have diverse recruitment panels.



SAFEGUARDING

Haggerston School is committed to Safeguarding Children; we have no higher duty than to ensure student safety and wellbeing, educating students so that they can lead successful fulfilling lives. It is a responsibility shared by all staff, governors and those who visit our school.

We also work with parents, carers, local and national agencies to address concerns and keep children safe from harm and exploitation. In executing these duties, we undertake to:

- o Train all staff (including temporary staff) to develop their understanding of how to recognise the signs and indicators of abuse, to know how to respond to a child who discloses abuse and recognise signs of vulnerability to radicalisation or extremism
- o Support staff who have dealt with issues around abuse
- o Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to
- o Encourage the development of self-esteem and resilience
- o Ensure children know that there are adults in the school whom they can approach if they are worried
- o Ensure there is a member of staff designated for the support of 'Children in Care' .



- o Include opportunities in the PSHE curriculum for children to develop the knowledge needed to recognise and stay safe from abuse
- o Regularly review and update our procedures, policies and practices
- o Work with parents and carers in partnership to create positive relationships that safeguard children and support families
- o Work with agencies to share information and support families
- o Ensure robust safer recruitment processes are in place at all times, including for temporary staff and visitors to the school site



Haggerston School

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