



HEARTLANDS
COMMUNITY TRUST

INFORMATION FOR PROSPECTIVE STAFF

ABOUT US

The Heartlands Community Trust was formed in May 2013.

The Board has always taken an active interest in extending its reach to support more young people. This has been exemplified through our drive to ensure that Heartlands High School is a first-class school, our work in bringing the schools within our Network Learning Community together, and our passion for ensuring a first-class education for young people with autism in Haringey.

Having built the capacity to support more than one school, we would like to create a strong collaboration between schools that allows teachers and schools to deliver great learning. This will include a primary and secondary focus with a specialism of autism.

Following our approval as a sponsor, we are now in a position to create strong partnerships with schools and governing bodies that would like to work within a framework that protects individual ethos but that establishes the highest of standards.



**SIMON GARRILL,
EXECUTIVE HEAD TEACHER**

I am proud to lead the Heartlands Community Trust. A trust which has grown out of the successes of Heartlands High School. This school has had great successes over the last few years and we have been busily building upon an excellent reputation in the local community.

The Leadership Team are committed to driving forward the very best standards of academic performance. Furthermore, they will build on the already strong ethos to ensure the highest of expectations in our students. This is a confident school that inspires in its students a real commitment to learning. In the last few years our focus on strengthening learning, partnerships and ethos within the school has ensured that our students leave prepared for a bright future; whether they are the most able or students who need more support with their learning.

Mr Simon Garrill, Executive Headteacher

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.

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.

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



WHY WORK FOR US?

Heartlands Community Trust is a 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, 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.

APPLICATION PROCESS

Applicants are requested to read the information carefully, especially the job description and person specification. Please ensure your application satisfies all the criteria in the person specification and you display evidence of this. Please specify the role that you are applying for, and also ensure that you have a covering letter addressed to the Executive Headteacher, Mr Garrill, as part of your application.

Please ensure you have completed the reference section with TWO referees. Please note that:

The first referee should normally be your present or most recent Headteacher or equivalent person.

If you are not currently working with children, please provide a referee from your most recent employment involving children.

Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is 'time expired' and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people writing solely in the capacity of friends.



Once you have completed your application please print, sign and return either by post to:

HR
Heartlands Community Trust,
Station Road,
Wood Green
London, N22 7ST

Or email to:
hr@heartlands.haringey.sch.uk

If you have any questions please contact HR:

hr@heartlands.haringey.sch.uk
T 020 8826 1230

SENIOR LEADERS HAVE AN ACCURATE VIEW OF THE SCHOOL'S PERFORMANCE. THEY HAVE HIGH EXPECTATIONS AND ARE NOT COMPLACENT ABOUT CHALLENGES FACING THE SCHOOL. SINCE THE PREVIOUS INSPECTION, LEADERS HAVE TAKEN EFFECTIVE ACTIONS TO IMPROVE PUPILS' PROGRESS.
—OFSTED 2019

OUR SCHOOLS



WWW.HEARTLANDS.HARINGEY.SCH.UK



WWW.THEGROVESCHOOL.CO.UK



WWW.NLTA.ORG.UK



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