



# Hatfield Community Free School

An introduction for teacher applicants  
2021





# Who we are...

Hatfield Community Free School (HCFS) is an exciting, ambitious and innovative school, which opened in September 2012.

We are based in the centre of Hatfield, a town in Hertfordshire.

We have been set up as a free school, which is funded directly by the Government and run by highly skilled Trustees as a Primary Academy.

We were gifted a brand new building in September 2012, with state of the art technology and provision.



# What we are about...

We aim to develop 'the whole child', placing a huge emphasis not only on academic development, but also on the skills needed for life.

We nurture children to become resilient and respectful members of the community.

We wish to provide 'a better future' for all of our families.

We foster children's independence from the very beginning, helping them to grow as individuals, but also as part of a team.



# Our curriculum...

Even though we are a free school, will still follow the EYFS curriculum and the 2014 national curriculum, and have been doing since we opened!

Our mornings consist of Maths, Phonics, Literacy and skills time (music, RE, Spanish, handwriting, PSE).

Our afternoons are based around a thematic curriculum. Our favourite themes so far are: Space, Nursery Rhymes (YR), The Circus, American Indians (Y1), On and Under the Sea, Great British History (Y2), Earthquakes and Volcanoes, Ancient Greece (Y3), Tudors, Fashion (Y4).

We also follow a virtues programme as a whole school, with a special assembly every Friday where we find out who has been displaying the virtue this week.

We still take part in the National Phonics Screening Check, end of year assessments and everything else that other schools do!



# Our staff...

We see **all** members of staff as vital links in the education of our children, regardless of their role.

All of our teachers are fully qualified and our learning support practitioners highly skilled in their roles.

We also enjoy hosting schools direct, PGCE and BEd students, as well as students from local schools for work experience.

All staff are held to account through rigorous performance management.

All staff take part in highly structured CPD each week.



# What our staff are looking for...

Someone who is motivated and passionate about children and their learning.

Someone with a clear vision for raising standards and aspirations in education.

Someone who isn't afraid of trying new things (and learning from these if they do not always go to plan!)

Someone who can consistently provide outstanding learning opportunities for the children in their class.

Someone who puts children and their futures at the centre of everything they do.

Someone who can maintain a calm and positive learning environment at all times.

Someone who enjoys a challenge and understands that every day is different!

Someone who is keen to develop skills in an area they enjoy, and share this with the children; singing, sewing, dancing, languages...

Someone who is keen to grow as a teacher.



# Our children...

We currently have 420 children on roll

Our Reception classes are:

**Badgers, Rabbits & Hedgehogs**

Our Year 1 classes are:

**Foxes, Seals & Deer**

Our Year 2 classes are:

**Puffins & Owls**

Our Year 3 classes are:

**Ducks & Swans**

Our Year 4 classes are:

**Woodpeckers & Kingfishers**

Our Year 5 classes are:

**Falcons & Kestrels**

Our Year 6 classes are:

**Golden Eagles & Sparrowhawks**



*...for a better future*

# What our children are looking for...

Someone who makes them feel safe and secure at all times.

Someone who makes learning fun.

Someone who understands that learning can be tricky sometimes, and that all children learn in different ways.

Someone who can challenge them.

Someone who notices and takes interest in the little things they do - their ballet exams, piano lessons etc.

Someone who gives them time: to think, to reflect, to play.

Someone who has high expectations of them.

Someone who trusts them, having the belief that they can achieve anything they want to.

Someone who helps develop their independence and resilience.

Someone who smiles and can tell good jokes!



# View our children's learning in action...

Visit our website to see more about our approach to learning:

<https://www.hcfs.org.uk/topic/learning-in-action>

And experience our virtual tour:

<https://www.hcfs.org.uk/hcfs-prospectus-and-virtual-tour-information/>



# What our parents are looking for...

Someone who knows their children really well, taking time to learn their interests, likes and dislikes.

Weekly newsletters from you telling them about their child's learning.

An 'open door' policy so they can talk to you if needed.

Someone who can provide challenging learning opportunities so their children can flourish.

Parent consultation evenings twice a year so they can see the amazing work their children are doing.

Reports from you at the end of every term to keep them updated with their child's progress.

Someone who sees learning as a shared experience, with parents, teachers and children all as equal partners.



# What OFSTED said...

**We received an outstanding grading in all areas in May 2014.**

Teaching is outstanding. Teachers have very high expectations of what pupils can achieve and consistently teach lessons that interest, excite and inspire pupils to learn.

Parents are overwhelmingly supportive of the school.

Senior leaders monitor the quality of teaching very thoroughly. They set ambitious targets and provide teachers with very effective support so that they can reach them. This has led to outstanding achievement for pupils.

Lessons are full of pupils' enthusiasm and excitement. Pupils are very keen to learn and want to share knowledge with one another.

Pupils make very rapid progress because teachers do not limit the amount that they can learn.

Pupils' attitudes to their learning are overwhelmingly positive.

The Principal provides outstanding leadership, which is central to all of the school's work. Her vision is shared by the staff.



# What you can expect from us...

Motivated, impeccably well behaved children who enjoy learning and are proud of their school.

A key position in a team of driven and well focused staff.

Fantastic professional development opportunities, including research grants and funding for further study!

Outstanding resources and learning spaces.

Excellent CPD opportunities and support for NQTs and experienced staff.

The chance to play a vital role in the development of our curriculum.

A whole new 'HCFS' family.



# Our person specification...

Attributes	Essential	Desirable	Evidence Source
<b>Education and Qualifications</b>	Good Honours Degree in a relevant subject area. Qualified Teacher Status.	Ambition to study for an MA. Other qualifications related to school setting working with children.	Certificates presented at Interview.
<b>Experience</b>	Teaching experience in Primary age range	Teaching experience in EYFS, Key Stage One or Key Stage Two.	References. Application section G.
<b>Knowledge and skills</b>	Child Development 0 – 11	Understands the purpose of case studies for vulnerable children.	Application section G. Teaching observation.
	Developments in effective Primary practice.	Seeking to develop skills as the school grows.	Teaching observation.
	Understanding of quality first teaching with no child left behind		Teaching observation. Interview.
	Ability to work collaboratively with classroom support staff.		Teaching observation. Interview.
	Understanding of the core purpose of HCFS.	Teaching experience in a good/ outstanding school.	Application. Interview.
	Planning, preparation and evaluation skills in teaching and learning.		Interview. Teaching Observation.
	IT skills that enhance learning.		Interview Teaching Observation.
	Ability to observe learning outcomes linked to success criteria.		Application. Teaching Observation.



# Our person specification...

Attributes	Essential	Desirable	Evidence Source
<b>Aptitude for outstanding learning and teaching</b>	Evidence of teaching that is 'good'.	Evidence of teaching that is 'outstanding'.	Application Interview
	Ability to reflect on own practice and implement improvement.		Interview
<b>Motivation and Passion for Innovation</b>	High degree of professionalism.		Interview Application Form
	Self motivated and committed to the whole team.		Interview Application form
	Committed to equal opportunities for all.		Interview Application form
	Willingness to undertake further training.		Interview Application form
<b>Other</b>	Understanding of own educational values and links with HCFS		Interview Application form



# Our interview process...

**Step 1:** Visit us our website to find out more about us. If you have any queries contact [office@hcfs.org.uk](mailto:office@hcfs.org.uk) and we will get back to you as soon as we can

**Step 2:** Send us your application form directly. Please use the HCFS application form, we **do not** accept applications via Teach in Herts.

Completed forms should be sent to Mrs Amy John, School Business Manager [sbm@hcfs.org.uk](mailto:sbm@hcfs.org.uk)

**Step 3:** Shortlisting will take place against the success criteria and successful applicants will be contacted.