

Where ambition meets opportunity



Hornsey
School for Girls

FORTIOR·QUO·PARATIOR
The Better Prepared the Stronger

HSC
Hornsey Sixth
Form College

A fulfilling career
Excellent teaching benefits
Unrivalled professional development



Welcome

An ambitious school where all staff are valued and appreciated

Hornsey School for Girls is a dynamic and exciting school where creative teaching and learning is the norm.

We are a unique girls' school in Haringey with a co-ed Sixth Form. Hornsey School for Girls is recognised as a 'good school' with excellent leadership and management. To ensure that all students make the progress we desire for them we have a key focus on ensuring clear, high quality, professional development for all staff.

We are the North London Hub for the School Centered Learning (SCL) aspect of the Teach First Leadership Development Programme. Our commitment for staff development and progression begins right at the start of teaching careers. Our partnerships with Ambition School Leadership (Future & Talented Leaders), East London Girls' consortium, SSAT Leading Edge, and as a member of the London Schools' Gold Club we ensure that there is a consistent focus on raising the quality of teaching and ensuring that staff have the ongoing personal development to progress through their career to Headship and beyond.

Outcomes for students are exceptional with the school remaining in the top 20% of schools nationally, with the majority of subjects consistently performing above the national average. A Level outcomes have ensured that over the past two years we are in the top 10% nationally.

Our students are bright, articulate and intellectually curious about the world we live in. They are committed to social justice and their interest in society is supported by a broad curriculum which allows them to flourish, explore their passions and experience the diversity of the world around them. Our values are rooted firmly in community, collaborative partnerships and a culture that is supportive and ambitious for all our students, with integrity and inclusion our guiding principles.

We understand every student's differing needs and support them with wrap-around learning programmes specific to them. Academic excellence and their personal well-being are equally important and students are encouraged to take part in extra-curricular activity that will inspire, develop and empower them.

By joining our team you will become part of a supportive, dynamic community and will receive personalised professional development opportunities. The school is innovative in its approach to professional development as recognised in our latest Ofsted inspection with the impact evident through outcomes for our students. We have devised the INSPIRES Programme, delivered by a dedicated team of specialists that supports staff training and provides mentoring and coaching across the different roles.

Our location, in Crouch End, is ideal for young professionals keen to explore what London has to offer. Key worker housing is available for staff locating to London through the government scheme. Teachers have dedicated classroom spaces with IT access and departmental office bases.

We are continually striving for improvements and as part of our commitment to delivering an excellent education to all of our students we wish to appoint the best staff possible. If you truly want to make a difference we want to hear from you so please do get in touch, come visit and realise your ambitions at Hornsey School for Girls and Hornsey Sixth Form College.

Kuljit Rahelu, Headteacher



“Students have high ambitions and work hard to achieve them. They are genuinely interested in their studies and consequently, enjoy working hard.” Ofsted 2017



TeachFirst

What can we offer you?

We understand the impact that high quality teaching staff can have on the outcomes for all students. As such, we recognise the importance of developing and sustaining creative learning environments for all staff to flourish. To enhance your day to day working life, we offer some excellent and unique benefits.

Teaching benefits include:

- Five hours of additional non-contact time for every teacher.
- Each teacher provided with their own classroom with comfortable and adaptive learning spaces.
- A range of computer suites and IT facilities in every classroom, including an Apple Mac suite.
- Departmental office and work bases
- Extended staff opening hours – with encouragement of a better work / life balance.
- A large library and separate training room for teachers and students with a large bank of resources.
- A unique induction programme and a commitment to staff wellbeing.

Investing in you

Professional development is at the heart of all we do. We ensure that every member of staff has access to a wide range of internal and external training opportunities. Our training and development is tailored to support the ongoing development needs within the school to extend every individual and to enable all to progress through their careers. The INSPIRES Team, through innovative approaches and programmes, ensure that there is bespoke training in place for staff at all levels. We have coached and trained a number of Headteachers as well as having a significant number of our Senior Leadership Team who have started with us as NQTs and are now Assistant Headteachers or Lead Practitioners.

We have a range of partnerships outlined below that complement our INSPIRES programme:

- We lead the East London Girls' consortium leadership training in partnership with Ambition School Leadership. Following the course last year, 80% of the cohort across the five schools gained promotion.
- We are the lead school, running an in-house programme, where we coach and mentor Future Leaders' participants; this programme has been running for at least five years.
- We are partners of Teach First and their Leadership Development Programme that has evolved into us running the North London hub for the Summer Institute.

- Our Network Learning Community, comprising of local primary and secondary schools, ensures that there are a wide range of cross-phase opportunities available for all our staff.
- We have established partnerships with School Direct through the New River Teaching Alliance to support staff who want to complete postgraduate studies.



Case study Sundus Jibril, NQT

The NQT programme at Hornsey has offered me a wide variety of training on areas such as behaviour management, marking strategy and safeguarding. The weekly training is concise, consistent and opens doors to both NQT and Teach First students. These training sessions have allowed me to reflect upon our strategies and share good practice. It also serves as a support system for new teachers whereby you can express your struggles and receive guidance from the Training Team. I have enjoyed these sessions and it has been a key factor in ensuring I meet all my teacher standards.

Besides these CPD session, Hornsey also offers whole school CPD sessions whereby all staff have a chance to revisit the key areas to improve their pedagogy. The session are led by teachers that are trained in these areas. This has given me insight into how to deal appropriate and effectively with any safeguarding issues that arise.

Hornsey also offers online training on matters such as FGM and child protection. These online training course has enabled me to widen my understanding in these areas outside school hours. Overall, the combination of these three different types of CPD sessions has helped me greatly in developing my professionalism and made me more confident in consistently meeting high standards this year.



Workplace benefits and wellbeing

All staff at Hornsey School for Girls are eligible for a range of financial and personal benefits which include, but are not limited to:

- Financial incentive packages including childcare vouchers, cycle to work scheme, paid revision sessions and access to the Haringey teacher housing scheme.
- Free onsite parking for all staff.
- Access to Islington wellbeing and employee assistance scheme.
- Access to individual coaching and mentoring with members of a highly-regarded, well-established and experienced INSPIRES Team.
- A highly regarded and established staff consultation group who are dedicated to championing employee benefits and workplace rewards.

“The skilled leadership team have developed an exceptionally high quality, comprehensive and effective professional development programme for staff that includes training and opportunities to share best practice.” Ofsted 2017

Case study Natasha Crosbie, Assistant Headteacher

I joined Hornsey School for Girls in September 2008 as an English NQT. The English department was hugely supportive – from my mentor who would hold weekly NQT meetings, to the other members of the team who were on hand to answer any of my queries. The Training Team at the school provided NQTs, BTs and other members of staff with a weekly and diverse training programme which ranged from effective ways of dealing with behaviour to classroom psychodynamics.

After my first year, I was given the opportunity to teach across all three key stages which helped develop my teaching practice immensely. In 2013, I was promoted to Head of Key Stage 5 English. It was in this role that I was able to develop my leadership skills as well as improving my understanding that a strategic vision is vitally important.

Two years later, I took on the role of Head of English which was also aligned to a senior leader’s position. This was a huge step in my career and I couldn’t have achieved it without the support and guidance of key people in the school. They helped not only with the application and interview process, and also offered key advice when I was in position. CPD opportunities, both internally and externally, were in abundance which helped to develop my skills both inside and outside of the classroom. My line manager was also a great support. Our regular meetings provided coaching – an opportunity to discuss not only actions I was taking but a chance to discuss my reasoning behind these decisions; these meetings really were invaluable.

Today, I am on the senior leadership team, responsible for Teaching and Learning. In this role, I am able to see the impact that my work has at whole school level. I now work alongside the Deputy Head and English AST in my role on the INSPIRES Team and I am keen to ensure that we are offering NQTs, Teach First and other members of staff, the bespoke and valuable training I was offered when I was in their position.

An enviable location and beautiful campus

Crouch End is a creative area of North London: it's a hub for independent shopping and café life with quiet residential streets lined with period Victorian and Edwardian houses.

Crouch End is in Zone 3 of the transport network, and has retained its village-like feel. The nearest London Underground stations are Highgate and Archway on the Northern line; Turnpike Lane on the Piccadilly line; and Finsbury Park on the Victoria and Piccadilly lines. Overground services can be picked up at Crouch Hill, Harringay, Hornsey and Alexandra Palace, as well as Finsbury Park. Buses are a popular option for commuting locals with routes heading to King's Cross, Finsbury Park, Tottenham and Archway.

The famous clock tower on the Broadway was built to honour Henry Reader Williams, who was Chairman of the Hornsey Local Board for ten years in the 19th century and was instrumental in securing funding to improve the area's architecture and greenery. Crouch End has a noted artistic heritage and is home to several music recording studios.

The annual Crouch End Festival, in which our school takes an active part, is a renowned showcase of the area's talents, and lovers of choral music will no doubt have heard of the associated and world-famous Crouch End Festival Chorus. Comedy is also embedded in the village with the King's Head pub – said to be London's oldest comedy club.

The area is full of cafés, restaurants and quality pubs and is surrounded by woodlands with Highgate Woods, Alexandra Park, Queens Park and the popular Priory and Stationers Parks, all nearby. The area is disproportionately well served for cricket facilities too, with Crouch End Cricket Club, Highgate Cricket Club and North Middlesex Cricket Club all based at the playing fields.

Here are some of the reasons why it is an excellent place to work:

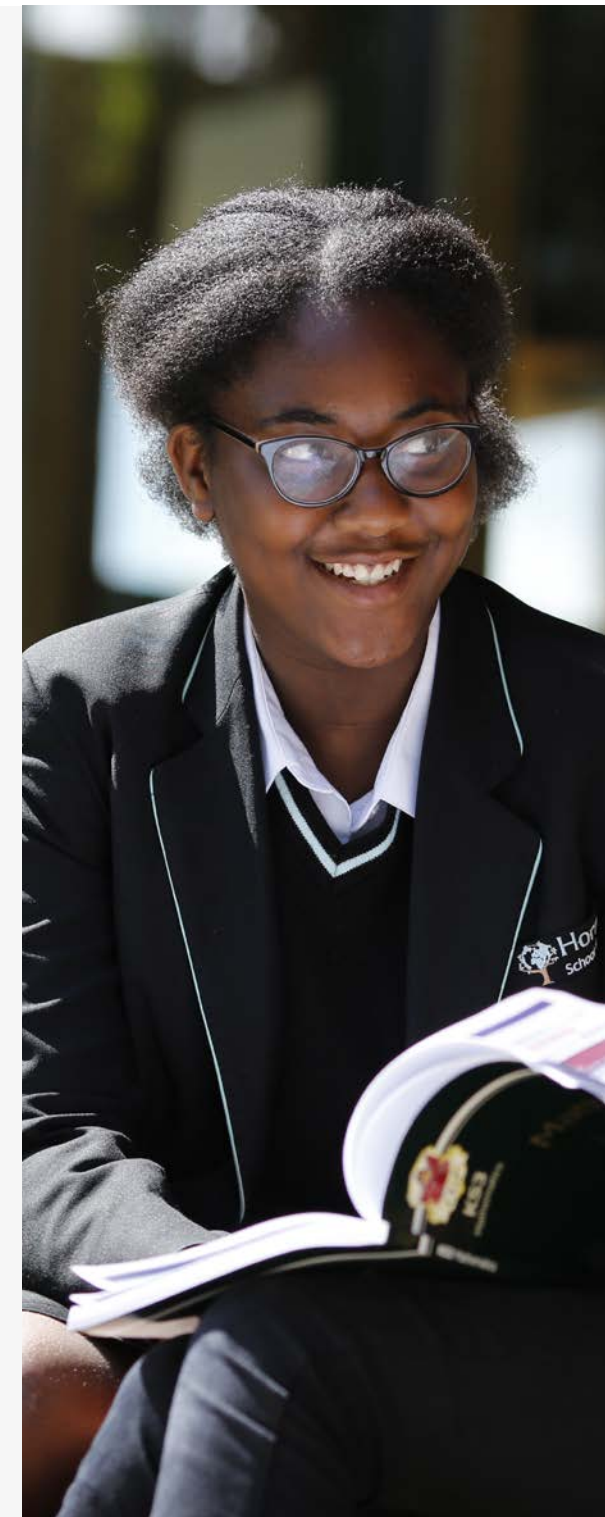
- Large, beautiful campus.
- Fantastic transport links into Central London.
- Based in a desirable and upcoming area of North London.
- Range of restaurants, parks, cultural and recreational facilities locally available.

“Staff are proud to work at the school and are committed to ensuring that every student makes the progress of which they are capable.” Ofsted 2017

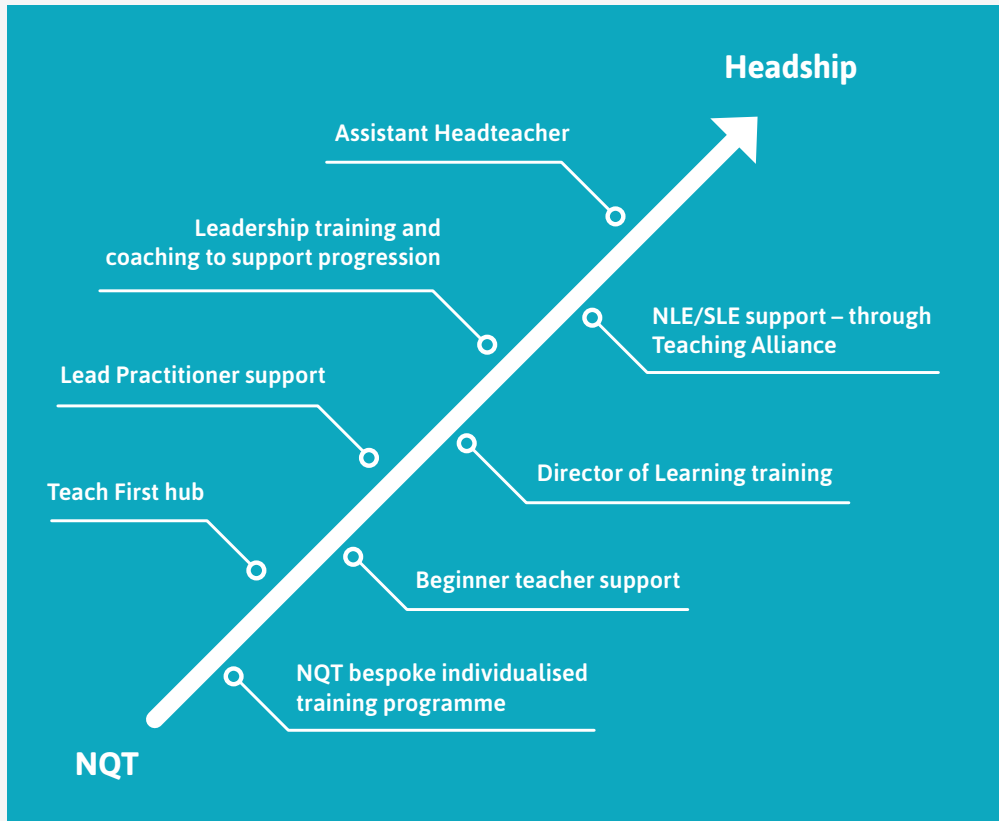
Case study Charlotte Clarke Head of Geography, Middle Leader

CPD at Hornsey is excellent: the opportunities are wide ranging, from a bespoke NQT programme to the Challenge programme for experienced staff. Opportunities to trial new teaching techniques are nurtured with peer support and use of the INSPIRES Team.

We are encouraged to develop as outstanding practitioners, maximising the skills of the INSPIRES Team to enhance our pedagogy. Sharing best practice throughout the school regularly and whole school CPD ensure that teachers are able to support outstanding student progress. The Training Team frequently share new ideas with the school which we are encouraged to trial and feedback. Many teachers are subject examiners and staff are able to be involved in outside agency CPD.



Professional challenge and progression



General support for all

- 50% of all of meetings are training-based.
- Work placements.
- Safeguarding training.
- Exam based training.
- Coaching and mentoring.
- Role of the tutor training.
- Communicating with parents training.
- IT training.
- Behaviour management training.
- Supportive “I’m taking a ‘risk’ lesson”.
- Research based training.
- Line management with coaching support.
- Teach Meet opportunities – inside and outside of school.
- Workload and wellbeing including time management.

Collaborative projects

- Ambition School Leadership – Future Leaders programme and coaching support.
- Ambition School Leadership – Teaching Leaders programme and coaching support.
- East London Girls’ Consortium Links with five other schools.
- Working with primary schools and joint training.
- School Direct link with New River Teaching Alliance.

Bespoke support

- School business leadership training and coaching.
- SENCO qualification support.
- Apprenticeship training for support staff.
- Champions programme – in-house, innovative training programme.

Whether you are considering entering the teaching profession and just want to find out more, a Newly Qualified Teacher looking for that first opportunity or an experienced education leader looking for your next professional challenge, we want to hear from you.

Please contact Charlotte McBride, INSPIRES Team, to arrange a personal meeting to discuss your future career prospects.