



## Why work at THE HEATH SCHOOL?

### Context

Welcome to The Heath School and thank you for your interest in the post. The Heath is a highly successful and extremely popular school in the heart of the community of Runcorn. We are currently oversubscribed in every year group, with 1206 students on roll. The Heath is the founding school of The Heath Family (NW) multi academy Trust which includes 8 schools, 3 secondary and 5 primary. We are a truly comprehensive school which embraces students of all gender, race, faith, social backgrounds and sexuality. We are fully inclusive and supportive of all students in the challenges they face growing up, of which none are more difficult than the teenage years. The way in which we support the local community, most of all our students, is the reason why generation after generation of families continue to send their children to our school. They see us as family.

### Our Culture and Our Values

Staff, students and parents all want the highest of standards when it comes to schooling. At The Heath we provide a culture where students first and foremost, feel happy and safe. Seeing our students walk in and out of school, on the corridors and in lessons we know that we meet this standard each day. We refer to this as **The Heath Standard** and this standard runs through all elements of the school. Our culture is built on our values of **Kindness, Integrity and Tenacity (KIT)**. These values are recognised in our students on a daily basis and they are rewarded accordingly.

### Our Vision and Our Curriculum

Our values and culture extend through our curriculum, we are passionate for our students to **Know more, Do more, Be more**.

- **Know more** - students enjoy learning here, they are passionate to engage with our knowledge based curriculum and improve their understanding, Students appreciate their teachers for the way they perform their duties with **integrity** and **kindness**.
- **Do more** - students appreciate the range of additional activities and events the school provides. They recognise the impact it has on their character. All students benefit from the range of learning experiences they are exposed to.
- **Be more** - students leave the school to go on to be the people they want to be, doing what they want to do and doing so with **kindness**. This is because they have been developed all round, academically and socially – they have the skills and **tenacity** to succeed in the future.

### **Our Students**

Our students are amazing. They are a pleasure to work with day to day. They inspire us, as staff to work harder for them and give them the opportunities they deserve, both academically and socially. Anyone wanting to work at our school has to be child centred and dedicated to supporting each individual pastorally, ensuring they are cared for, they develop their character and go on to fulfil their potential. We are so proud to see so many of our students go on to their chosen destinations year after year and ultimately, into a range of incredible professions locally, across the UK and abroad.

### **Health and Wellbeing**

At the Heath we are committed to supporting our staff to ensure they have a positive balance between their professional and personal lives. The wellbeing of our staff is paramount, and we understand that our staff are an integral part of our school and its success. All academic strategies are designed to have maximum impact, whilst being efficient as possible in terms of staff workload. We are constantly searching for ways in which we can support our staff, examples of which currently are that we have half termly, meeting free working weeks, half termly staff breakfasts, virtual parents' evenings and we endeavour to accommodate all staff requests for any support they need personally. Leaders are regularly communicating with staff to acquire their feedback and try to respond wherever possible in their decision-making processes.

### **Professional Development and Staff**

As you would expect we place great value in ensuring the right CPD is in place to maximise the effectiveness and efficiency of all our staff in their respective roles. We have the perfect blend of experience and youth across the staff body. This means there is a wealth of support available to staff at all levels, alongside the passion and enthusiasm new staff bring. The teamwork and moral of the staff make it an extremely enjoyable place to work. We reward commitment and dedication to our students, that is why so many staff stay with us for long periods of time, achieving career progression.

### **Quality of Education**

At The Heath School you will find that you have the capacity to be able to teach. Each department has fully developed curriculum maps which provide guidance as to the delivery plan for each year group but also allow for each teacher to be innovative and creative, to teach to their style and to meet the needs of their students. Our students are eager to learn and expect to be stretched and challenged, behaviour in lessons in lessons and around the building is of the highest standard, The Heath Standard. Our results over the last 5 years are deeply satisfying, our students attaining in line with the national average or above for progress and achievement consistently across all subjects.

### **Extra-Curricular**

Our school thrives on the opportunities we offer our students and we constantly encourage each student to take them. We rarely ask staff to commit to extra-curricular activities they insist on running them. A range of activities are offered, during and after school, including sport, drama, music, dance, chess, cypher food, gardening, STEM, tech, horrible histories, debating, in addition to regular trips across the UK and abroad to Italy, Spain and New York. We are always appreciative of anyone who can bring their own interests to the school to widen the experience for our students.

I hope you find this overview of what our school is all about a really engaging and exciting prospect to consider taking the next steps in your career with us. Please do not hesitate to contact us if there is anything else you would like to know and please read on below to see how our staff and students feel about our school.



Mark Tudor  
Head of School

### **Staff and Student Testimonies**

*'Here at the Heath, we run as a school, however what you soon find is that we are much more of a community. We have staff encouraging students towards opportunity whilst supporting them towards their academic needs. From your first day if at all like mine you soon realise that people are devoted in order for you achieve success. Our statistics only give you a brief overview of the Heath's accomplishments yet a day in our school gives you first-hand experience of its prosperity.'*

#### **Daniel Walsh, Head Student, 2022/23**

*'My first impression of the Heath was that excellence lives here - everyone was really good at their jobs, and worked hard; from teaching staff, teaching assistants, cleaners, support staff and SLT. It was notable that SLT seemed to have staff well-being at their core as there was strong sense of support and understanding from higher management. The thing that stood out to me was that most if not all the staff knew my name when I first started and I felt really welcome and wanted, when they would spark a friendly convo in the staffroom or ask how I was settling in. Having worked here for only 4 weeks, I already feel like a valued member of the team. The Heath has a really positive work culture. I feel part of the Heath family, and I look forward to working here for a long time and develop my teaching career here - like some colleagues who have worked here for over 26 years and never left! The Heath is a great school, and fantastic place to work.'*

#### **Dr Christobel Gardner, Deputy Head of Maths, joined in January 2023 from Manchester**

*'One of the most rewarding things about working at The Heath is seeing the progression of the students all the way through their high school experience and being a part of their journey.'*

#### **Jill Jack, 16 years at The Heath as Learning Support Assistant and Librarian**

*'Having worked at The Heath for many years, I really enjoy supporting the students on their school journey from year 7 through to year 11 as this helps to build positive relationships with both the students and their families. Also, there are lots of opportunities for professional development and to work collaboratively with staff.'*

#### **Julie Hayes, TES Schools Award Classroom Support Assistant of the year, 2020**

*'The Heath is a place where staff are constantly working to create the best learning opportunities for everyone and they always find a way to support each of us individually. Through teachers and students working together, a positive environment has been created here.'*

#### **Lucy Birchall, Head Student, 2022/23**