



Applicant Welcome Information

Welcome to Huish Episcopi Academy and thank you for showing interest in joining us. Please take some time to read the information here carefully in order to fully consider who we are, what we stand for and how our vision and ethos align with your own.

Vision Statement:

At Huish Episcopi Academy we believe that school should be a welcoming, safe and engaging environment; as we know that happy and interested students who feel a sense of belonging are far more likely to be successful. As educators it is our responsibility to nurture and develop our students' talents; to broaden their interests and to develop their personal skills, qualities and character. We are living in unprecedented and fast changing times and this means that providing a rigorous, progressive and well-rounded education is more important than ever. Of course examination results matter but we want our students to have the "Huish edge", to have the attributes, character and desire to make a positive contribution to society and to be able to make a difference. Our school motto is Conemur (Latin for "Let us Strive"), and underpins our vision which is to ensure that all students will have the knowledge, skills and values to flourish in their life and career beyond our school gates.

Huish Episcopi Academy is a wonderful place to work. Our staff are extremely dedicated, talented and committed to developing our academy community into the very best it can be and we are always looking to add new and enthusiastic staff to our team. We are very proud of the excellent and positive relationships that exist between students and staff; we believe that this positive working bond is one of the foundations of academic success. As a result of this, we are consistently oversubscribed in year 7 with an ever-growing out of catchment cohort. We also consistently achieve pleasing results in both year 11 and year 13.



Benefits of working at Huish Episcopi Academy:

Professional Growth:

The challenge you will share with us if you join Huish Episcopi Academy is to always improve our teaching practice, to always get better and continually grow professionally. The quality of our teaching is at the top of our agenda and we view our teachers as our greatest asset. Therefore, we have adopted a professional growth policy to replace traditional performance management and to provide a framework that ensures our teachers are able to be the very best they can be. This in turn leads to improved organisational performance as seen in improved outcomes for our pupils and our core purpose of providing the best possible education for every learner such that every child achieves.



Professional growth within this Academy has the following purposes;

- To build and enhance expertise, and secure continuous growth and improvement.
- To enable reflection on strengths and successes, and areas for further growth.
- To recognise and promote a culture of professionalism.



Effective professional development is a core part of securing effective teaching. It requires a desire and willingness to continually improve with a shared commitment for teachers to support one another to develop so that our pupils benefit from the highest quality teaching. Professional growth at Huish Episcopi Academy is 'done by' not 'done to' our teachers. As part of your timetable you will be allocated a professional growth lesson once a fortnight, for you to work on your professional growth plan and your own continuing professional development.

Recruitment of Staff

We are committed to promoting a diverse and inclusive workforce that supports and encourages application and recruitment in a manner that reflects our global community. We apply a number of measures to our recruitment process in order to support that commitment as follows:

- Particular welcome of applications from diverse ethnic backgrounds
- Anonymised shortlisting
- Diversity of panel members for both shortlisting and interviews
- More time given for interview process with each step containing

a 'challenge decisions made' section. In essence, this means that once decisions have been taken regarding staff appointment, there is a period of reflection and then final questioning before we appoint. We believe that this is a vital part of minimising any unconscious bias that may be present within the interview panel.

Full details of these processes can be found at the end of this welcome information.



Health and Well-Being of Staff:

Health and well-being of staff is a priority at Huish and we have a range of services available for staff to access throughout the year in partnership with 'Simply Health': These benefits can also cover your children/ partners, ensuring peace of mind, with staff and families accessing the support they need including services with claimable costs such as:

Dental treatment and sight tests: £60-200 dependent on treatment required

Chiropractic, Osteopathic, Acupuncture, Physiotherapy: £150

Chiropody, Podiatry, Reflexology: £25

24-hour counselling helpline: Free

Scans, tests and consultations: £250

Health Assessments: £50

GP, Dietician consultations, vaccinations and inoculations: £75

Prescription charges: £15

There are many other Simply Health benefits which you can enquire about when you join us





HuishEpiscopi



We also take positive mental health very seriously and have a team of mental health first aiders who can signpost staff to relevant support.

Our MHFA team includes:

Mrs Hills: SENCo

Mr Vaughan: Vice-Principal

Ms Cawthorn: Asst. Head of Huish Sixth

Mr. Wade: Principal

Mr. Woodward: Asst. Principal: Head of Huish Sixth

Teacher Training pathways at Huish Episcopi Academy 2021-22

OLEVI Programmes:

All programmes are delivered in house by trained facilitators.

All teaching staff at the Academy will have completed one of the Olevi programmes by 2024

The Creative Teacher Programme: a six week coaching and development programme for teachers in the first four years of their career.

The Outstanding Teacher Programme: a ten week coaching/development programme for experienced teachers.

The Outstanding Leader programme: a six week coaching and development programme for middle and senior leaders.

NPQ Programmes:

All teaching staff can apply to do an external NPQ (National Professional Qualification):

NPQML and NPQML+ (National Professional Qualification for Middle leaders) For middle leaders and those who aspire to become middle leaders

NPQSL and NPQSL+ (National Professional Qualification for Senior Leaders) For senior leaders and those who aspire to become senior leaders

NPQH (National Professional Qualification for Headship) For headteachers and those who aspire to become headteachers



ITT and NQT Programmes:

The Academy offers ITT (Initial Teacher Training) places in all subjects in conjunction with the MSC (the Mid Somerset Consortium).

All NQTS receive fortnightly mentoring and a programme of after-school CPD training.

Department/subject training:

All departments provide subject training for their teams on INSET days and in calendared after-school sessions throughout the year.

External training:

All staff are able to attend external training or online training from third party providers with the approval of their head of department and the SLT.

Whole staff training:

Whole staff training is provided at INSET days, staff meetings and in calendared after-school sessions.

All teaching staff are currently members of book clubs which are scheduled to meet six times over the year. The meetings are held on INSET days and in calendared after-school sessions and each club reads three books from a prescribed list.

Life at Huish:

We want all students and staff at Huish to be happy in their work and in their leisure time and we firmly believe that happiness leads to success. We expect our academy community to be one of reciprocal courtesy, kindness and respect as modelled by our staff and students currently. We have a thriving extra-curricular programme and champion the performing and expressive arts through exhibitions, concerts and performances. We also have a range of sports teams that compete at local, regional and national level. We are lucky enough to have a state-of-the-art 4G artificial grass pitch which is used year-round by students and the local community.

We also believe in giving back to the community through charity fundraising throughout the school year. In the last year the sixth form has raised over £1000 for 'Somerset Headway', a local charity supporting people who have experienced life-changing brain injury.

We also have fundraising activities throughout the year and take part in all the big national events like Comic Relief and Children in Need, whilst also raising money for local charities like 'Molly Olly's Wishes'



Student Voice: Year 13

Sometimes, the best way to get a flavour for what life in a school is like is to ask the students directly, so we have included some student testimonies here for you to read:

“My name is Ella and I study A-Level Biology, Chemistry, Maths and Further Maths. Studying at Huish meant I could benefit from high quality teaching alongside an enriched extracurricular experience. I particularly enjoy the opportunities to develop my interests - whether this is at SPAM society or playing in the netball team. I am starting a degree in medicine at Bristol University in September”.



“Hi, I’m Jack and I am currently studying Geography A-Level and a Cambridge Technical in Sport which is the equivalent of two A levels. I chose Huish due to its locality and the facilities. Since I have been at Huish I have found that I have bonded well with the teachers and also had fun in lessons. I am starting a degree in Sport and PE in September”.

“Hi, my name is Aliyah and I am studying A-Levels in Psychology, Biology and Chemistry. I came from an external school and have found it easy to make friends at Huish Sixth due to the welcoming atmosphere. The teachers here prioritise our mental wellbeing and education and have really helped me finalise my decision on what I would like to do in the future. In September I start a degree in Bioveterinary Science at Chester University”.



Over the last two years we have had sixth form students gain places across Russell Group Universities and in the last 2 years students have gained places at Oxford University on the following courses:

Lucy Bishop: Physics

Leah Mann: Experimental Psychology

Rebecca Woodfield: Geography

Charlotte Maple: History

Bobby Clarke: Music

Student Voice: Year 11

Hi, I'm Kathryn and I currently study core GCSEs and options in Music, German, French and Art. I love the sense of community at Huish and all of the extra-curricular opportunities for example in Music and Drama. One of my best experiences was taking part in the school production of 'Escape From The Forbidden Planet'. When I join Huish Sixth I will be studying A-Levels in Chemistry, Biology, German and English Lit/Lang. I am most looking forward to the independent learning and managing my own time.



Hello, I'm George and I am currently studying GCSEs in core subjects and also in Computing, Food and Nutrition, German and Geography. I really enjoy being at Huish because there is a real sense of community and staff are always there to support students when they need help. I have been doing D of E while here and I am also a House Prefect.

Next year I am looking forward to joining Huish Sixth to study A-Levels in Chemistry, German and Maths. I am really looking forward to the grown-up atmosphere in Sixth and also to reconnecting with friends in the year above me.

I'm Jasmine and along with my core GCSEs I am also studying French, Geography, P.E. and History. I have really enjoyed being a student at Huish because of the really helpful and supportive staff, the excellent facilities and the leadership opportunities, for example, being a House Captain. I have also achieved awards in sport and hold a 'sports colours tie' for outstanding work in P.E. When I join Huish Sixth I will be studying A-Levels in Biology, Maths and P.E. I am most looking forward to the freedom to manage my own study time.



Huish Episcopi Academy Recruitment Statement

Huish Episcopi Academy, (incorporating Huish Sixth and Huish Sport and Fitness), is committed to promoting a diverse and inclusive workforce that supports and encourages application and recruitment in a manner that reflects our global community. We apply a number of measures to our recruitment process in order to support that commitment as follows:

Advertising and applying:

We welcome applications for roles from as diverse a pool as is possible and we particularly welcome applications from those demographics where we are currently underrepresented, for example to encourage a diversity of ethnic background. It is vital to us that applicants understand our values, ethos and vision and as such, we place particular importance on communicating that in our application pack.

Shortlisting:

Shortlisting is an anonymised process, where we only see qualifications, work history and personal statements. During the shortlisting process we do not need to know demographics such as gender, ethnicity or any other classification of that type which might be included on the application paperwork.

Shortlisting panels are made up of a diverse group of staff that may include senior leaders, site team, administrative or support staff, teachers or heads of department, dependent on the role advertised. We also ask for Director representation in shortlisting teams.

Shortlisting is a vital process and as such is given a significant amount of time, so that shortlisting panels can review and discuss applications in detail before making decisions, including allowance of time for reflection and challenge regarding decisions made.

The Interview Process:

Processes will differ dependent on the role but some basic principles will apply to all roles as follows:

The interview panel will be created in the same way as a shortlisting panel with wide staff and Director representation.

For most roles the process will include a task, (for example teaching an entire lesson with observers from the recruitment panel overseeing) and also a formal interview with some in-depth questioning.

For all roles safeguarding will be at the centre of any recruitment process and in every recruitment, there will be at least one panel member who will have completed 'safer recruitment' training. Sufficient time will be given for recruitment of staff and this may run over a series of interview days where necessary, with candidates being informed of outcomes at the end of the process. In all recruitment, time will be given for reflection and challenge regarding decisions being made and we believe this will reduce any possibility of unconscious bias within the decision making process. Post recruitment, unsuccessful candidates will always be given constructive feedback designed to help them succeed with future applications.

Huish Episcopi Academy DCS009293 is Disability Confident Committed.

As a Disability Confident Committed Employer we have committed to:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

