



Applicant Information Pack



Highcliffe School



"HIGHCLIFFE SCHOOL IS A WELCOMING SCHOOL. PUPILS BEHAVE WELL IN LESSONS AND AT SOCIAL TIMES."
(Ofsted, 2023)

INTRODUCTION

Thank you for considering an application to Highcliffe School, part of the HISP Multi Academy Trust. I hope this information pack gives you a clear sense of who we are as a school, our values and ambitions and the opportunities available to those who join our community.

Our Ethos

Highcliffe is a thriving secondary school and sixth form, deeply rooted in its community and valued by generations of families. We are widely recognised for our warm, caring and aspirational ethos and we believe that young people learn best when they feel safe and supported.

Visitors to the school quickly notice the calm, purposeful atmosphere and the pride students take in their learning. Our most recent Ofsted inspection reflected this, describing Highcliffe as "a welcoming school" where pupils behave well, feel safe and are keen to share their experiences. Above all, our ethos is built on strong relationships, mutual respect and high expectations. Our students are a pleasure to teach: engaged, thoughtful and keen to learn.

Our Curriculum

We offer a rich, broad and ambitious curriculum from Key Stage 3 through to Sixth Form, designed to build strong knowledge, foster curiosity and support students to make sustained progress over time. Learning is carefully sequenced so that understanding deepens and confidence grows as students move through the school. Highcliffe has a strong and sustained record of academic success and our students progress to a wide range of future pathways.

Looking Ahead

Highcliffe is a school that values its staff and recognises that the quality of education we offer depends on the people who work here. We seek colleagues who share our ethos, bring strong professional skills and are committed to making a positive difference to young lives.

The following sections provide further detail about our school, our community and what it means to work at Highcliffe. I hope they encourage you to explore the opportunity further.

A handwritten signature in black ink, appearing to read 'Patrick Earnshaw'.

Patrick Earnshaw (BA Hons, MA) Headteacher

OUR VISION FOR TEACHING AND LEARNING

Learning that challenges, supports and prepares students for the future

Consistency, Structure and Equity

At Highcliffe, teaching and learning are grounded in a shared commitment to consistency, inclusion and evidence-informed practice. The Highcliffe Lesson, Every Lesson framework provides a calm and predictable structure that supports learning, behaviour and wellbeing across the school. This consistency helps students feel safe, confident and ready to learn, while enabling teachers to prioritise instruction and engagement. Consistency is viewed as a driver of equity, ensuring that all students experience the same expectations and standards, regardless of subject or year group.

Evidence-Informed and Adaptive Teaching

Teaching is shaped by educational research and a strong focus on adaptive classroom practice. Staff use clear direct instruction, effective modelling, inclusive questioning and regular retrieval practice to secure understanding and long-term

learning. High participation is promoted through strategies such as no hands up, structured talk and frequent checks for understanding. Adaptive teaching is central, with SEND-friendly approaches, purposeful scaffolding and ambitious expectations ensuring all learners can access and succeed within the curriculum.

Literacy, Assessment and Growth

Reading, oracy and assessment for learning are embedded across all subjects. Reading is explicitly taught and promoted for both pleasure and purpose, while structured talk ensures that every student's voice is heard. Assessment is used formatively to inform teaching, with feedback focused on progress and improvement. Professional growth is supported through a collaborative culture of reflection, ongoing development and shared responsibility, ensuring that every lesson delivers high-quality learning for every student.

OFSTED NOTED THAT THE SCHOOL'S 'LESSON EVERY LESSON' APPROACH PROVIDES A CONSISTENT FRAMEWORK THAT SUPPORTS HIGH-QUALITY LEARNING. (Ofsted, 2023)



OUR COMMITMENT TO STAFF WELLBEING

Promoting a healthy and supportive working environment

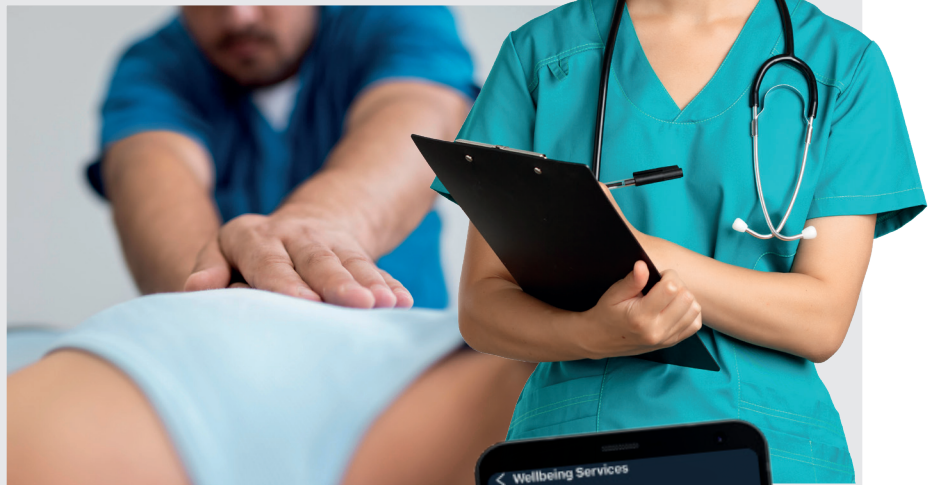
Whole-School Approach to Health and Wellbeing

The Schools Advisory Service delivers a whole-school wellbeing model that provides both physical and mental health support to staff. Services are clinically led, confidential and overseen by NMC-registered nurses, ensuring high professional standards and trust. Designed specifically for the demands of school environments.

Extensive and Accessible Support Services

Staff supported through SAS can access a comprehensive range of services, including:

- Nurse-led health advice and ongoing support
- Confidential counselling services
- Physiotherapy support
- GP consultations
- Menopause support and guidance
- Mindfulness and wellbeing resources
- Cancer and chronic illness support
- Health screening sessions



Digital Wellbeing Portal and App Access

SAS provides a 24/7 online wellbeing portal and mobile app, giving staff confidential, on-demand access to services, resources, webinars, and professional support. The platform is designed with busy school staff in mind, enabling quick referrals, self-help resources, and direct contact with wellbeing professionals whenever support is needed. [schooladvice.co.uk]





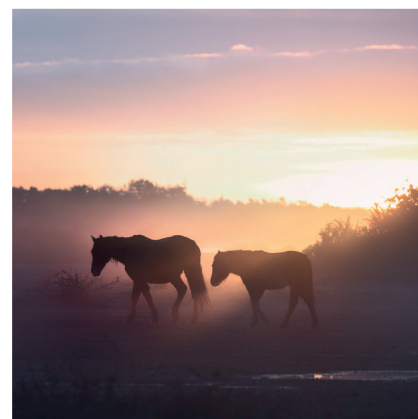
LIFE IN HIGHCLIFFE & CHRISTCHURCH

One of the UK's most desirable locations,
set between forest and sea

Highcliffe School benefits from an outstanding coastal
and countryside location, combining beaches,
harbour, forest and excellent transport links.

Staff enjoy an active outdoor lifestyle
alongside easy access to cultural, social
and travel opportunities.

- Coastal setting with access to Blue Flag beaches and watersports such as paddleboarding and kayaking
- On the edge of the New Forest, offering exceptional opportunities for walking, cycling, riding and running
- Vibrant amenities, including cafés, pubs, theatres, shops and cinemas
- Easy access to Bournemouth, Poole and Southampton
- Direct rail routes to London
- International travel via ferries to Europe and airports at Bournemouth and Southampton



SAFEGUARDING, RECRUITMENT AND EQUAL OPPORTUNITIES



We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share in this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. Online searches and references will be taken up for those candidates short-listed for interview. The successful candidate will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

We are an equal opportunities employer and welcome applications from all sections of the community. *The School operates a No Smoking Policy.*

APPLICATION REQUIREMENTS

1. Application Form

You must complete the application form in full and sign it. All sections should be filled in, including a complete employment history with explanations for any gaps. Use the form to outline your relevant skills, knowledge and experience.

Please do not include photocopied testimonials. We will request references directly from your current or previous employer and may contact any past employer for a professional assessment of your suitability.

2. Personal Letter / Statement

Submit a personal letter or statement (maximum two sides of A4, 11-point Calibri) explaining your vision for the role and the skills and experience you would bring. *CVs alone will not be accepted.*

3. Submission

Send your completed application form and personal letter to HR at Highcliffe School, Parkside, Highcliffe, BH23 4QD, or email them to hr@highcliffe.school.

Due to the high volume of applications, only shortlisted candidates will be contacted.



Thank you for considering **Highcliffe School**