



**Heathfield**

Community College and Sixth Form

# **Recruitment Information Pack**

2024/2025

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Dear Candidate

Thank you for your interest in Heathfield Community College and I am delighted that you are considering joining our team at this exciting stage in our journey. The opportunity to be an important part of our development as we move this very good school into the outstanding future it deserves, is exciting.

As the Headteacher I am privileged to lead such a fantastic school. Heathfield Community College is a high performing secondary school with an excellent Sixth Form. It is an inspirational community where young people excel. Our success is based on partnership and a clear focus on excellence for all students.

This is a school going from strength to strength. There is a sense of positive momentum at Heathfield. Repeated Ofsted Inspections have noticed: *“there is a tangible sense of pride, ambition and community within the college.”* which are *“lived out in daily life”* (May 2023)

Our most recent inspection in May 2023 which confirmed we were an outstanding provider in three of the main judgements stating *“pupils receive a great education... and...flourish here”* with praise for our ambitious curriculum, teaching and high level of achievement.

Achievement has continued to improve and 2023 has again shown exceptional success for our students of whom we are very proud. Students here are expected to apply themselves fully to their studies and reap the rewards of hard work as a result.

Our students have a strong sense of belonging to Heathfield’s community. A warm and collaborative ethos means students are well known to teachers and are supported by their peers; students develop a firm identity with college values and a sense of responsibility for one another.

Heathfield is a positive, innovative and collaborative professional environment where you can trust that you will be inspired, challenged and supported as you take the next steps in your career. Therefore, I am totally focused on ensuring that we handpick the very best staff to join our team and help us fulfil our goals.

If I can help or advise you as you consider your application, please do not hesitate to contact me at [cbarlow@heathfieldcc.co.uk](mailto:cbarlow@heathfieldcc.co.uk).

**CAROLINE BARLOW**  
Headteacher



# Our College

## About the School

Heathfield Community College serves the local community from a pleasant 26 acre site on the edge of Heathfield. Our size offers us many advantages: we have excellent facilities, allowing us to offer a wide and varied range of academic and vocational courses at all levels. The Heathfield campus has been steadily improved in recent years. We have both a Library and a dedicated Sixth Form Learning Resource Centre, we also enjoy large open space and a floodlit all-weather astro-turf pitch.

A rolling programme of refurbishment means we continue to upgrade and improve our site and facilities including Science rooms, Music Technology and ICT facilities, including our very own Apple-esque Genius Bar. There is also a fitness centre (adjoining the school site), and multi-use games areas.

Our commitment to an innovative digital curriculum ensures a well-resourced college across all areas. 18 individual rooms offer a breadth of ICT provision ranging from Microsoft PCs for all subjects, Apple Macs for Media, Graphics and Music Technology. The iPads ensure that creative and innovative approaches to teaching and learning transform experiences across the college. A high-speed wireless across the site ensures reliable functionality. Full remote access for staff and students ensures high quality access to resources and dialogue about learning. We seek to constantly review and adapt our practise to ensure the most efficient and effective ways of working and promoting learning. It is highly likely teaching staff will require an iPad for their role. There are limited iPads available for staff use which can be loaned during term time.

## Autistic Spectrum Facility

Heathfield Community College has a designated Specialist Facility for students on the Autistic Spectrum, including those with Aspergers Syndrome. There are twelve places within the Specialist Provision, although there are many more students with a diagnosis of Autistic Spectrum Disorder (ASD) in the college. The College has previously achieved Autism Accreditation from the National Autistic Society.

Students with ASD have significant, core difficulties in the areas of:-

- Social interaction; social relationships.
- Social use of language; communication skills.
- Social understanding; imagination and theory of mind.

These are known as the Triad of Impairment.

As with all students with Special Educational Needs and/or Disabilities, at Heathfield Community College, we believe that the first important step towards Inclusion happens in subject classrooms through quality first teaching.

Our Learning Support Department is committed to supporting students, staff and parents to ensure that all students make progress and achieve their potential. Training is offered on a formal and informal basis and all new staff are expected to attend at least the three part ASD training, or the ASD Online Training during their first year

## Heathfield Community College offers all students:

- A well-planned, broad and balanced curriculum.
- A record of excellent examination results.
- Well qualified specialist staff combining innovative and traditional methods in the classroom.
- A secure, supportive, encouraging and happy environment.
- A wide range of extra-curricular and residential activities.
- Access to a digital curriculum with iPads for all KS3 students through a lease scheme.



# Our Vision and Ethos

Heathfield Community College is committed to fulfilling the potential of each of its learners. The College achieves outstanding results for students of all abilities and aspires to meet the needs of all who live within the Heathfield community. We are a fully inclusive College with outstanding provision for the whole range of students from our most vulnerable to our most gifted.

From the moment that students join the College they are embraced into an ethos, which is widely recognised as aspirational with a strong community spirit **“Pupils enjoy coming to school and they are proud of it.”**. They **“are well mannered and polite. Staff set a high bar in terms of pupils’ conduct. Pupils feel happy and safe in this vibrant and nurturing school...make a real difference to continually improving life at their school.”** (Ofsted)

Students play an active role in the College, develop leadership skills and support each other extensively including Sixth Form support for Year 7 reading and Year 10 Buddies to support the transition from Primary school.

Our Prefects, College Council and other representative bodies play a significant role in shaping the future of the College. A real and developing strength of the school is the broad range of leadership opportunities for students.

The school has a palpable **“culture for learning where students engage happily in their work and succeed well”**

The journey from Year 7 through to the Sixth Form is a rich experience. There is an extensive range of clubs, opportunities to perform in concerts and productions, sporting success, and engagement with the community locally as well as more widely across East Sussex or even nationally.

Students from Heathfield Community College leave the College as well rounded young adults ready to be responsible citizens of the future with strong values, strong principles and ambition for success. This is achieved by a clear focus on the skills and attributes that we know are essential for future success in life.

The exceptional exam results achieved by our students will open doors but the key to sustained future success and happiness is the ability to demonstrate the qualities that rarely appear on an exam paper.

We call them our **Heathfield Habits** and we promote, recognise and reward them every day.

## Heathfield Habits:

Confidence  
Engagement  
Compassion  
Determination  
Integrity



Heathfield Community College is a positive and inclusive environment ensuring exceptional educational experiences with ambition and breadth for all. Students develop the knowledge, skills and characteristics to become the best version of themselves; Heathfield students succeed and thrive at the highest levels.

## Pride

To continually improve, we celebrate our own and each other's achievements which develops confidence and self-belief. We celebrate our own and each other's achievements for continual improvement which develops confidence and self-belief. We value integrity and honesty, making decisions for the good of everyone. We actively engage in and value a wealth of rich and broad experiences that enhance our well-being and self-esteem.

## Ambition

There is no limit to what we can achieve with the right mind-set, focused hard work and attention to detail. High quality teaching and learning builds confidence, exceptional outcomes and destinations through an innovative, challenging and personalised curriculum. We attract and retain the best staff based on career fulfilment, enjoyment and job satisfaction.

## Community

Mutual respect and integrity underpin positive relationships throughout the College. We value diversity, good manners and courtesy. We understand our words and actions have impact; consideration and compassion are important. We try to make a positive difference, working in partnership with parents and our wider community. We are all accountable for the responsibilities we each hold.

## Staff Wellbeing

All staff and students at Heathfield work hard. As a result, we achieve impressive outcomes and enjoy a clear sense of purpose and belonging.

As part of ensuring we are all able to continue to give our best we prioritise the well-being of colleagues through continual review of our structures, practices and policies, ensuring that we remain focused on the things that will make a difference. Through discussion and feedback we seek to reduce and remove the aspects of college life that impede or prevent effective working.

Equally a commitment to varied and personalised staff development ensures that colleagues are coached, challenged and supported to stay interested and keep refining their professional skills throughout their time at Heathfield.

In addition, the following offer routes for staff feedback, support and wellbeing:

- Staff Voice, active staff governors and healthy positive links with unions to ensure all voices are heard.
- Supportive governors with clear links to and positive engagement with all areas of the college.
- A thriving Staffroom Association that plans social and charitable activities.
- Commitment to healthy practices such as #teacher5aday.
- Access to staff counselling free and confidential services and other East Sussex support and entitlement packages.

# Teacher of Philosophy, Religion and Ethics (PRE)

<b>Scale</b>	Main Scale/Upper (a Leadership enhancement may be possible for the right candidate)
<b>Hours</b>	0.6fte - 1fte would be considered
<b>Commencement</b>	April 2025
<b>Commitment</b>	Fixed Term Maternity Cover until December 2025 or April 2026 (to be discussed at interview)

## Application Process

You are invited to read the following:

- **Information and details about the College and department in this pack and via [jobs@heathfieldcc.co.uk](mailto:jobs@heathfieldcc.co.uk)**

If you are keen to join us then please complete and return the following:

- **East Sussex County Council application form which should be returned (CVs will not be considered), including the names of two referees and the Equal Opportunities Monitoring Form, by post or email to Ms Caroline Barlow, Headteacher - [jobs@heathfieldcc.co.uk](mailto:jobs@heathfieldcc.co.uk)**

The deadline for submitting an application is midday on Friday 24 January 2025. Any applications received after the closing date may not be considered. If you are shortlisted you will be contacted by letter or telephone inviting you for an interview. It is not our policy to acknowledge applications or to contact candidates if they have not been shortlisted. No discourtesy is meant by this.

## Interview Procedure

If a candidate is selected for interview the procedure will test how the candidate fulfils the requirements of the post. The selection process will include consideration of the candidate's suitability to work with children and young people. We also aim to give candidates suitable opportunity to determine for themselves the extent to which Heathfield is the right location for the next step in their career. The procedure is therefore likely to include the following:

1. Tour of the college with students
2. Student panel interview
3. Lesson
4. Opportunity to meet colleagues in the department
5. Panel Interview with Senior Leadership Team, Head of Department and a Governor

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants will need to undertake, or currently hold, a DBS enhanced clearance for this authority. We are also required by law to ensure that any prospective employee is legally entitled to live and work in the UK. You will be required to provide documentation as evidence. Other conditions of employment may apply. We are committed to equality of opportunity and positively welcome applications from all sections of the community.

For an informal discussion regarding this post, please contact Kevin Hatchard, Line Manager for PRE at [khatchard@heathfieldcc.co.uk](mailto:khatchard@heathfieldcc.co.uk)



# Philosophy, Religion & Ethics Department

We can offer you an opportunity to join a well-resourced, supportive and forward-thinking department.

The PRE Department is a successful and ambitious department which continually strives to engage and challenge students of all abilities in exploring a diverse range of philosophical, ethical and religious questions. The department is well resourced with a specialist PRE classroom providing students with a stimulating environment in which to learn. In addition, there is a dedicated Office in the department.

The Department is currently led by a specialist teacher of PRE, ably assisted by a number of part-time PRE teachers teach across Key Stages 3-4, outside of their subject specialism. All teachers of PRE are provided with regular professional development to ensure that their subject knowledge and pedagogy is secure so that students experience a high-quality curriculum in the classroom.

At Key Stage 3 PRE is studied for one hour per week by all students and are taught as mixed ability groups. Schemes of Learning have been developed according to the East Sussex Locally Agreed Syllabus. The curriculum centres around a number of 'Big Questions' where students are encouraged to explore a number of religious, moral and philosophical questions such as 'Does God exist?' and 'Why should we forgive?' Digital technology is used within the curriculum to enhance students' learning experiences and the department is committed to delivering engaging lessons that caters for all learning styles.

At Key Stage 4, students follow a Core Curriculum in PRE which is non-examined. We evaluate on an annual basis as to whether students can opt to study AQA GCSE Religious Studies GCSE. Currently, there are no GCSE Religious Studies classes, however in future years we expect that some students will be following the AQA course.





# Job Description

**JOB PURPOSE** To make a major contribution to teaching and learning in the department  
 To contribute to the personal and social development of all students  
 To carry out the responsibilities of a subject teacher in accordance with National and LA Standards for Qualified Teachers

**ACCOUNTABLE TO** Currently Head of History (line manager of the PRE Department)  
 Head of Year, as a Form Tutor

**ACCOUNTABLE FOR** The students within your designated classes and tutor group

KEY ACCOUNTABILITIES	KEY TASKS
Accountable for the experiences offered to students within the classroom	<ul style="list-style-type: none"> <li>To plan and deliver the curriculum for each designated class</li> <li>To mark and assess all student work and to keep clear records in line with departmental policy and National Curriculum guidelines</li> <li>To complete all reports according to College policy and to attend all liaison meetings with parents</li> <li>To contribute to curriculum development within the department</li> <li>To provide differentiated experiences within lessons</li> <li>To set and mark homework on a regular basis in line with College and departmental policy</li> <li>To be responsible for the good conduct of all students in your charge and to make effective use of the College's system of rewards and sanctions</li> </ul>
Accountable for the effective use of human and material resources within the Department	<ul style="list-style-type: none"> <li>To contribute to the effective development of a departmental resource bank of materials</li> <li>To be accountable for all resources within your teaching base and used by students in your charge</li> <li>To be responsible for appropriate displays of students' work in your teaching base and the College</li> </ul>
Accountable for the joint development of the subject area within the college	<ul style="list-style-type: none"> <li>To attend all department meetings</li> <li>To attend staff development as agreed with the Curriculum Leader of History (line manager of the PRE Department)</li> <li>To participate in all departmental workshops</li> <li>To represent the Department and College working groups, as required</li> </ul>
Accountable for a tutor group of students within the college (not NQTs)	<ul style="list-style-type: none"> <li>To register the group and carry out all the functions of the form tutor as stated in the staff handbook</li> <li>To attend all Year meetings</li> <li>To contribute to the extra curricular programme of College activities at lunch-time or after College</li> <li>To contribute to the effective running of the College through break and lunch time supervision</li> </ul>

## Person Specification

The School will seek to identify these attributes through the recruitment and selection process of application, certification, interviews and professional references.

	ESSENTIAL	DESIRABLE
1. Experience	Teaching of PRE to pupils at KS3 and KS4.	Experience of teaching KS5
2. Qualifications	Qualified Teacher Status	A good honours degree Evidence of further study
3. Skills	A variety of teaching strategies Good ICT skills Effective and flexible classroom management Ability to relate to, and communicate with, students in and out of the classroom Good classroom practitioner	Eager for further development and promotion
4. Personal Qualities	Record of good attendance High expectations of students Developing and maintaining good relationships with colleagues Very hard working Have a positive attitude, energy and commitment Good sense of humour Willing to become involved in extra-curricular activities Ability to work as part of a team	Awareness and experience of: <ul style="list-style-type: none"> <li>• New National Curriculum</li> <li>• Assessment for Learning</li> </ul>

### Essential Safeguarding Practice

- Evidence of commitment to promoting the health, welfare and safeguarding of children.
- Evidence of promoting, implementing and monitoring equal opportunities across the full range of protected characteristics
- An understanding of Child Protection procedures and a commitment to promoting and safeguarding the welfare of children.