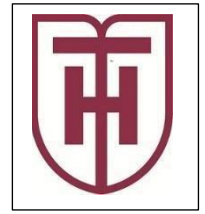


# Welcome from Haileybury Turnford



## Robin Newman, Principal



On behalf of Haileybury Turnford we would like to thank you for taking an interest in applying for a role at our school. This is an exciting time to join the team of a rapidly improving school and to make a real difference to the lives of our students.

Haileybury Turnford is a five form entry, 11-19 mixed academy that opened on 1st September 2015. Our new school launched a change in aspirations, drive and standards of achievement for our students and the wider community. Our students will leave Haileybury Turnford knowing they have achieved their personal best and with qualifications that will ensure they progress confidently to college, university and employment.

Our sponsor is Haileybury, the leading independent boarding school, seven miles north of our school. We are an Equal Opportunities employer. Haileybury Turnford is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are subject to employment checks and a satisfactory enhanced DBS check.

We have a new building planned to open in May 2021 to replace our existing English & Humanities and small Science blocks. It will also include a large new library for our students.



## Our Sponsor

### Haileybury Academy Trust

Haileybury Academy Trust is an academy trust sponsored by Haileybury, the leading co-educational boarding school, and is responsible for Haileybury Turnford. The Trust sets the strategic vision for the school, ensuring the school meets the needs of its students and that there is excellence in all areas of school life, as well as financial security.



## Examples of our partnership with Haileybury

- Our Cadets have weekly training with Haileybury Cadets.
- Our Year 11 Maths and Spanish students have had regular sessions with Haileybury staff to provide additional specialist teaching to support them.
- Our Year 11 and Year 12 Science students have had regular additional workshops at Haileybury.
- Haileybury provides support for Year 13 students applying for medicine, dentistry and veterinary science. Haileybury also support students with their applications to other competitive university courses, including preparation for interviews at Cambridge and Oxford universities.
- Students use Haileybury's sports facilities including the climbing wall and swimming pool.
- Year 7 and Year 8 students at Haileybury Turnford and Haileybury work and learn together in a series of regular masterclasses across the academic year.

## Exam Results – Big improvements at HT

In 2019 we saw significant improvements in our GCSE, vocational and A Level exam results.

Over the past two years we have seen a 15% A\*-B increase in A Level grades. Our Progress Score for A Level Performance in 2019 was the highest progress score amongst local 16-18 state school provision and ranked us 26<sup>th</sup> out of 125 Hertfordshire 16-18 providers and 16<sup>th</sup> for academies and maintained schools. Our vocational results have

continued their stellar performances with outcomes and progress remaining high. We continue to have real student success across the range of vocational subjects offered with many top grades achieved in Business, ICT, Health & Social Care and Drama. We are delighted that we have had three students achieving places at Cambridge and Oxford Universities in the past two years studying Human, Social and Political Sciences, English and Physics.

At GCSE, our students had great success in 2019 across a wide range of subjects including in English, Maths, Biology, Chemistry, Physics, Business, Dance, Engineering, Geography and Photography. Our Progress 8 score for all Year 11 students was -0.14. 53% of our students achieved both at least a grade 4 in Maths and English, with significantly higher outcomes in both Maths and English individually. Our Progress score for Maths was +0.39, showing exceptional progress for our students of all abilities. It placed us 12<sup>th</sup> for progress in Maths in Hertfordshire.

We are confident that our exam results will continue to show further improvements in progress and attainment for GCSE, vocational and A Level students from 2021, following the award of centre-assessed grades in summer 2020.

## **Staff Wellbeing and Benefits**

The school offers all its staff a range of benefits including:

### **Recruitment Incentives**

We will consider giving financial recruitment and retention incentives to outstanding candidates. In addition, the school will pay back training fees up to a maximum of £8,000 over 4 years for Newly Qualified Teachers who join us.

### **Professional Development Opportunities**

We offer excellent induction and training to support professional development to all teaching and support staff. We have programmes in place for Newly Qualified Teachers as well as aspiring Middle Leaders and Senior Leaders. There are also opportunities to work with teaching and support staff at our sponsor, Haileybury. Support staff are also well catered for with specific training to support individual roles. There are also additional coaching and research opportunities available to help support our teaching and learning culture in the school. We work with a range of different teacher training providers which gives mentoring opportunities to a number of our staff.

### **Wellbeing**

Free flu jabs and other wellbeing support, advice, confidential information and counselling is provided through Education Mutual. We also have a regular staff yoga session for interested staff, and a complimentary therapist visits weekly to offer Indian head massage and reflexology. In addition, our Staff Room was recently fully refurbished. There are also regular Staff Forum & Wellbeing Meetings, Staff Coffee Mornings and a staff BAME Forum focused on ensuring we have the best possible working environment for all staff.

### **Shared Ownership Scheme**

Working with B3 Living, we are able to offer a flexible and affordable scheme to support buying your own home. We are the only local school to provide this opportunity for teaching staff with permanent contracts.

### **Free Family Swimming and Gym use**

Available at Haileybury for all staff, including at selected times at weekends.

## **Application Process**

Applicants are requested to read the information carefully, especially the job description and person specification for specific roles. Please ensure your application satisfies all the criteria in the person specification and you display evidence of this. Please specify the role that you are applying for, and please also ensure that you have a covering letter addressed to the Principal, Mr Newman, as part of your application.

Please ensure you have completed the reference section with two referees. Please note that the first referee should normally be your present or most recent Headteacher or equivalent person. If you are not currently working with children, please provide a referee from your most recent employment involving children.

Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is 'time expired' and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people writing solely in the capacity of friends.

Once you have completed your application please print, sign and send to Mrs J Jarvis, HR Manager, Haileybury Turnford, Mill Lane, Cheshunt, Herts, EN8 0JU or email to [jarvisj@haileyburyturnford.com](mailto:jarvisj@haileyburyturnford.com). If you have any questions, please contact Mrs J Jarvis on 01992 308333 ext 262 or more information can be found at [www.haileyburyturnford.com](http://www.haileyburyturnford.com).

We look forward to receiving your application. Thank you for taking the time to consider making an application to join us at Haileybury Turnford and being part of our journey towards becoming an exceptional school.



## Ofsted say Haileybury Turnford is improving (May, 2018)

- *The principal has galvanised the school into action. Important and worthwhile changes are being implemented rapidly.*
- *Improvements are increasingly evident, including in the progress made by the pupils. Leaders and staff have responded well to the challenges set by the principal and an incisive governing body.*
- *The sixth form is good. Sixth-form students attend well and are punctual. Higher quality teaching in the sixth form helps students to make good progress in academic and vocational courses.*
- *Committed and enthusiastic support from the sponsor partner, Haileybury, is developing higher aspiration among pupils.*
- *The school's work to promote pupils' personal development and welfare is good. Pupils' conduct around the school is orderly and calm.*

## Feedback from our parents

- *Very pleased with how my son is doing at the school and all the support he gets from his teachers.*
- *Keep up the great work. We are growing from strength to strength and it's all the better for our children/students.*
- *It was our first Parents' Evening. We found all the teachers we saw very enthusiastic and passionate about their subject and were very positive about our son and how he is getting on at the school.*
- *So happy with this school.*
- *I could not be happier with the school – absolutely fantastic – thank you to all the staff. My daughter is doing amazingly and loves school!*
- *I attended Year 7 Parents' Evening last night and I am in awe of the school and the fantastic team that you have working there supporting my daughter. Thank you so much.*



Haileybury Turnford, Mill Lane, Cheshunt, EN8 0JU 01992 308333 [www.haileyburyturnford.com](http://www.haileyburyturnford.com)

Principal: Robin Newman MSc MBA

Haileybury Turnford is a trading name of Haileybury Academy Trust, a charitable company limited by guarantee registered in England and Wales with registered number 09659808.  
Registered office: Haileybury Academy Trust, London Road, Hertford Heath, Hertford, Hertfordshire, SG13 7NU