



HAYDON SCHOOL

AN 'OUTSTANDING' SCHOOL - OFSTED 2007

Welcome to Haydon's vacancies page. We hope that you will consider applying for a post and joining our outstanding school.

'Students leave the school as mature and confident young people who are exceptionally well prepared for their future lives in education and the world of work'

'Students enjoy their education and feel there is a strong community spirit in the school'
Ofsted - June 2007

- 74% of students gained five A*-C grades including English and Maths at GCSE
- Named in the 'Guardian' as the 28th best school for GCSE Results
- Haydon has been ranked in the 'ALPS' report as "outstanding" and in the top 2% of schools for the last four years for A Level Results

At Haydon every member of staff matters as we believe a committed and happy workforce will provide the stimulating education our students deserve. *'Teaching and Learning are Outstanding'* Ofsted June 2007. We are a safer recruitment employer, committed to safeguarding the welfare of all students and we expect all adults working at Haydon to share this commitment.

If you are an **NQT** we will offer you:

- A reduced teaching timetable
- An induction tutor
- A comprehensive three week paid training programme in July to ensure that you are completely ready to start teaching in September
- Lesson observations with constructive feedback
- Weekly mentor meetings
- Opportunity to observe excellent teaching
- A varied programme of standards training opportunities (see sample programme)

If you are an **established teacher** looking for professional development we will offer you:

- A comprehensive staff induction pack
- A line manager who will arrange your induction period
- A 'buddy' at a similar level so that you can get to know people and get support from your peers
- A varied programme of standards (core & post threshold) training opportunities (see sample programme).

All new teaching staff are invited to a residential weekend in October with Senior Leadership Team. Members of the Senior Leadership Committee are invited to a residential planning weekend in April.

If you are a **support member of staff** we will offer you:

- A chance to work in a school where all staff are united with a shared vision and values
- A comprehensive staff induction pack
- A line manager who will arrange your induction period
- A 'buddy' at a similar level so that you can get to know people and get support from your peers
- An invite to a varied programme of standards and other training opportunities (see sample programme).

Haydon School
A DCSF Language College and Applied Learning Centre
Committed to individual excellence in a caring community





HAYDON SCHOOL

AN 'OUTSTANDING' SCHOOL – OFSTED 2007

All staff use the staff room and are represented on the Staff Consultative Committee, can offer to do a lunchtime duty and play an important role in the school behaviour policy.

We hope that you will be interested in working with us. Please contact Gillian McAuliffe (Personnel Admin Assistant – 020 8421 0005 ext 540165) if you need any help with your application.

We look forward to meeting you.

Barbara Bloss
Deputy Head – Personnel

COMMENTS FROM OFSTED REPORT - JUNE 2007

“The school is outstanding with students reaching standards consistently well above average.”

“The school’s exceptionally caring and supportive atmosphere provides a firm foundation for student’s outstanding personal development and well-being.”

“Those identified as underachieving are challenged and targeted to good effect and where necessary, given additional help.”

“The school’s strongly applied ‘behaviour for learning’ and zero tolerance policies, coupled with the effective and speedy response to the few whose behaviour is not always as good as others, has impacted significantly on the ethos of the school.”

SIXTH FORM

“Students speak very highly of their teachers and are appreciative of the passion they show for their subjects and their skill in helping them to become effective independent learners”

“Students spoke of the quality of relationships with their teachers and directly linked this to better learning, behaviour and enjoyment of lessons.”

“One parent wrote: ‘The school is brilliantly managed’ and inspectors agree”

“The school clearly meets its stated aim of ‘encouraging individual excellence in a caring community’.”

*Haydon School
A DCSF Language College and Applied Learning Centre
Committed to individual excellence in a caring community*





HAYDON SCHOOL

AN 'OUTSTANDING' SCHOOL – OFSTED 2007

NQT INDUCTION PROGRAMME

Week 1

- Introduction to Haydon
- Meet with mentor to discuss Career Entry Profile
- Child Protection
- Behaviour for Learning
- Teacher and the Law
- Assessment
- Attendance
- Shadow Year 7, 8 & 9 Student

Week 2

- Use of Assessment Data
- Gifted & Talented
- Interactive Whiteboards
- On-line Learning
- Social Inclusion Unit
- Assessment & Cover
- Language College
- School Counsellor
- Library

Week 3

- Reprographics
- Role of the Form Tutor
- Sixth Form
- EAL
- ICT
- Special Educational Needs
- Citizenship
- Referral Room
- Extra Curricula Activities
- Strategies for KS3
- NQT Audit
- Final Round Up

Haydon School
A DCSF Language College and Applied Learning Centre
Committed to individual excellence in a caring community





HAYDON SCHOOL

AN 'OUTSTANDING' SCHOOL – OFSTED 2007

CORE / POST THRESHOLD TRAINING PROGRAMME

Core Standards

- 6th Form Teaching
- Exam Results and Use of Data
- Maximising the Use of Data Target Setting
- Smart Board Training
- ICT Training
- Autism from a Teacher's Perspective
- Pupil Support
- Gifted and Talented
- Staff on Trips
- Relieving Stress
- Child Protection
- Great Lesson Starters
- Outstanding Lessons
- Student Voice
- Numeracy Across the Curriculum
- Differentiation
- Review the Effectiveness of Teaching on Learner's Progress and A4L
- Behaviour for Learning
- Students as Independent Learners
- Use of the Voice
- Dealing with Parents / Parents Evening
- NQTs Sharing Good Practice
- Coaching Skills
- Working with other adults in the classroom
- Running an effective meeting
- Basic Video Editing
- Connexions
- Ethnic Minority Achievement
- Behaviour Management – tips for success
- Making the Most of LSAs
- Diversity

Post Threshold

- Leadership Styles
- Raise on Line
- Practical Counselling Skills
- Behaviour Management as HOD
- Mentoring a BT/NQT
- Performance Management as Head of Department and Observing Staff
- Effective Lesson Observation Feedback
- Dealing with Staffing Issues
- Preparing for Senior Leadership
- Use of Assessment Data Monitoring and Tracking KS5 Students
- Coaching Skills
- Outstanding Lessons
- Running an Effective Meeting
- Dealing with Sixth Form Issues
- Middle Management Training Weekend
- Successfully Completing Threshold and UPS paperwork
- Being a successful Leader

*Haydon School
A DCSF Language College and Applied Learning Centre
Committed to individual excellence in a caring community*

