



Heathfield

Community College and Sixth Form

Recruitment Information Pack

2022/2023

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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, previous Ofsted Inspections noticed: ***“there is a tangible sense of pride, ambition and community within the college.”***

Our most recent inspection in March 2020 which confirmed we were en route to an Outstanding judgement stated ***“Pupils are thriving at this school. They benefit from an excellent all-round education. Pupils achieve highly in the subjects they study and grow into confident and responsible individuals.”***

Achievement has continued to improve and 2022 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.

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.

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. Pupils conduct themselves very well and live up to leaders’ high expectations of behaviour... Around the school, the atmosphere is warm and friendly”** (Ofsted 2020).

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:

Ambitious & Confident
Compassionate & Considerate
Determined & Reflective
Engaged & Enthusiastic
Honesty & Integrity



Our Values



Pride . Ambition . Community

There is no limit to what we can achieve with the right mind-set, focused hard work and attention to detail. We are all accountable for the responsibilities we hold.

Reflection on and celebration of our own and each other's achievements encourages **determination** and self-belief.

Positive relationships are underpinned by mutual respect, **consideration** and **compassion**. Our words and actions have impact.

Our well-being is enhanced through a balanced life that includes meaningful experiences undertaken whole-heartedly and with integrity.

As a result, Heathfield Community College ensures an exceptional educational experience for all, attracting and retaining the best staff based on career fulfilment, enjoyment and job satisfaction; committed to continual improvement working in partnership with our community.

A community of ambitious aspiration and high standards. High quality teaching and learning builds confidence, delivering exceptional outcomes through innovative, challenging and personalised curriculum.

A vibrant centre for learning where students are **enthusiastic**, actively engaging with new challenges that build self-esteem.

Every individual, experience and perspective is unique and matters, working collaboratively we are a powerful positive force.

Students are happy and enjoy College life, equipped to thrive in life, making a positive difference in and beyond the College.

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.



Science Technician

Scale	Local Single Status Grade 4 Point 9 -10
Salary	Actual Salary Equates to £10,799 - £10,996 per annum
Hours	22.5 hours per week (term time only)
Commencement	As soon as possible
Commitment	Permanent

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**

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**

The deadline for submitting an application is midday, 9 December 2022. 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. We are aware of our health and safety obligations in the context of Covid-19 and we have adapted our arrangement to ensure all applicants will be safe, within guidance during the application and interview process. 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:

1. Tour of the college
2. Task
3. Time with the Science department
4. Panel interview with Team Leader Science Technician, Curriculum leader of Science 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 Liz Steward, Team Leader Science Technician 01435 8660666 ext 1235 or via email esteward@heathfieldcc.co.uk.



Support Staff

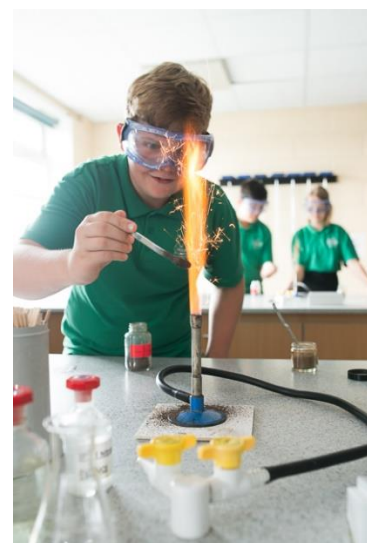
We can offer you an opportunity to join a highly welcoming, friendly and dedicated support staff team. The support staff at Heathfield Community College are an integral cog in the workings of the College. Roles vary across the site including administration, classroom support, department specific technicians, pastoral support, site staff and cleaners. Every role is important and Heathfield Community College believes the work the support staff carry out is extremely valuable. By working together and doing the best we can do, the team help to make sure that our students are safe, happy and ready to achieve.

Offices are located across the site and each team have their specific tasks and responsibilities. Training and development opportunities are available for support staff. This can be made up of in-house training and external training courses.

Heathfield Community College is a supportive environment with caring, positive colleagues.

A member of the support staff quoted that Heathfield Community College ***“has a real sense of Community spirit!”***

Another said ***“I feel very supported by the members of SLT and the immediate colleagues who I work with. I like that SLT are often visible around the school and not tucked away in offices. I am very happy here.”***



Science Dept

The Science Department is a real team, all working for the progress and success of all pupils, regardless of ability. The department occupies 10 specialist laboratories, as well as two smaller practical spaces, and is led by the Curriculum Leader of Science supported by coordinators in Biology, Chemistry and Physics, as well as twelve other Science teachers, alongside four science technicians. Science is taught throughout the college as a practically-based course, where formative assessment and constant feedback is at the heart of our curriculum. All our courses are written in-house, where we tailor the curriculum to our students, and these evolve as the students and National Curriculum changes.

Students enjoy Science at Heathfield, and large numbers choose to study Biology, Chemistry and Physics in the Sixth Form. We have broad setting from Year 7 to Year 11, to ensure all students are on the right path to maximise their chance of success.

Job Description

JOB TITLE	Science Technician
GRADE	Single Status Grade 4
RESPONSIBLE TO	Science Technician Team Leader

Main Purpose of the Job

Under the overall control of the Science Technician Team Leader, to co-ordinate the use of practical resources and facilities, and provide assistance and advice in meeting the practical needs of the science curriculum, including liaising with teaching staff, and support staff outside the department.

Main Tasks and Accountabilities

1. To ensure the maintenance of a healthy and safe working environment through:
 - actively contributing to the assessment, monitoring and review of both health & safety procedures and information resources
 - keeping up to date with current procedures and practices through continuing professional development
 - the provision of technical advice and support on health & safety issues to teaching and trainee technical staff
 - the safe treatment and disposal of used materials including hazardous substances and responding to actual or potential hazards
 - the healthy and safe storage and accessibility of equipment and materials
2. To assist in carrying out health & safety and risk assessments relating to laboratory work and apply COSHH regulations and assessments
3. To assist the team leader with the day to day organisation and development of trainee staff to ensure that essential performance standards are achieved.
4. To contribute to the design, development and maintenance of specialist resources and/or long-term projects.
5. To support the team leader in ensuring the availability of suitable materials and equipment, helping to compile orders and liaising or negotiating with suppliers and finance departments. This will include sourcing, costing and suggesting economic alternatives to maintain stock levels. Keeping up-to-date records of stock.
6. Under the overall guidance of the team leader, to ensure that both routine and non-routine checking, cleaning, maintenance, calibration, testing and repairing of equipment are carried out to the required standard.
7. To assist in practical classes and carry out demonstrations
8. To set up and maintain audio visual aids
9. To set up computers and data logging equipment

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful applicants will need to undertake, or currently hold, a DBS enhanced clearance for this authority.

Local Task List

- Ensuring the availability of suitable materials, including hard copies of worksheets;
- To assist the Science Technician Team Leader with the photocopying of assessments as required;
- As and when required to carry out the role of Invigilator.

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. Key Skills & Abilities	<ul style="list-style-type: none"> • Ability to carry out risk assessments in relation to laboratory work • Ability to maintain a range of tools and equipment • Ability to prepare equipment and materials for lessons, as requested by the teaching staff • Ability to work in an organised and methodical manner • Ability to identify work priorities and manage own workload within agreed parameters • Ability to establish positive relationships with pupils, including those with special educational needs • Ability to maintain accurate work records and inventories • Ability to work effectively as part of a team 	
2. Education & Qualifications		<ul style="list-style-type: none"> • NVQ2 in Laboratory and Associated Technical Activities (LATA) or NVQ2 for Laboratory Technicians in Education, Level 2 Certificate in Laboratory Technical Skills or equivalent or an 'A' level in a science subject. Training will be given in situ.
3. Knowledge & Experience	<ul style="list-style-type: none"> • Commitment to gaining knowledge and expertise in relevant science practices. 	<ul style="list-style-type: none"> • Previous experience of working as a technician in a school environment • Knowledge of Health & Safety legislation as it relates to the work of a school - training will be given. • Knowledge of COSHH and ESCC regulations in relation to the safe handling and storage of chemicals • Knowledge of safe working practices in

		<p>relation to the handling and usage of hazardous equipment and tools</p> <ul style="list-style-type: none"> • Some knowledge of National Curriculum requirements
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4. Personal Qualities	<ul style="list-style-type: none"> • A passion for science and supporting education • Ability to demonstrate commitment to Equal Opportunities • Willingness to participate in further training and developmental opportunities offered by the school and county, to further knowledge 	
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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.