



STAFF PROSPECTUS

Learning for Life, Success for all.



Harrow Way
Community School
Learning for life, success for all

“My time at Harrow Way has taught me to be confident and independent, not only in my academic career, but in everyday life.”

Staff Prospectus

Thank you for your interest in the position. Harrow Way is a good school according to Ofsted, (July 2022). We are currently oversubscribed and have a waiting list in most year groups. In 2015 we were identified as one of the top 50 most improved schools in the country. The Ofsted Report in 2017 mentioned “Teachers feel valued, trusted and very well supported. Senior Leaders have assisted you in developing committed and hard-working staff, who are recognised by parents as “always going the extra mile” and beyond for students”.

The Harrow Way staff team is vibrant, hardworking and innovative. The school enjoys a strong level of staff retention. Teaching and support staff work well together as a team. Furthermore, parents and governors add strength to the school. As a school community we expect the highest standards in teaching and learning. If successful in your application to join Harrow Way, we will ensure you have every opportunity to develop your skills. There is a real family atmosphere and a buzz about the place. We are ambitious to improve further. I hope that you consider yourself to be someone who will ensure we continue to improve our performance.

This is a wonderful career opportunity to work in a school where kindness and goodwill go hand in hand to make it special. We also have a fabulous team of mentors and lead practitioners that make up our strong teaching and learning team. If this prospectus has inspired you, please do apply. You are welcome to have a tour of the school or discuss the post before making an application. Please telephone or e-mail, Tracey Roberts, our School Business Manager: 01264 364533, tracey.roberts@harrowway.hants.sch.uk



Context

Harrow Way School is a highly successful community school based in Andover, Hampshire. We are oversubscribed in all year groups.

Some of the recent accolades the school has achieved includes:

- History Mark - Gold Award
- Teacher Development Trust Network Silver award for the excellent work we do around professional development
- ‘The BIG award’ for excellence in bullying intervention
- SMSC Gold Award - Recognising Spiritual, Moral, Social and Cultural Development
- Careers Education Gold Award - recognises that we are a provider of and believer in excellent careers education.
- Green Flag Award – an ECO School In recognition of our school’s efforts to help protect the local environment and wildlife

The school is a member of both the Hampshire and Basingstoke SCITT Alliances.

Curriculum

One of the school’s aims is to provide a curriculum that is as balanced as possible at KS4. All students follow a core curriculum which is supplemented by a range of subjects that they take following advice, guidance and consultation with their teachers and parents.

Information on our current curriculum can be found on our website:

www.harrowway.hants.sch.uk/curriculum

“Staff feel proud to work here and value the support that leaders give them. They appreciate the opportunities for career development.”

Ofsted 2022

Care and Guidance

On entry to the school, students are placed in one of 8 mixed ability tutor groups. We believe in the personalised learning agenda to support and challenge all students.

+ Be Ready
+ Be Respectful
+ Be your Best



Investing in You

At Harrow Way CPD (Continuous Professional development) is at the very core of what we do. We believe in this Dylan Wiliam quote: “Every teacher needs to improve, not because they are not good enough, but because they can be even better.”

There is a huge wealth of CPD opportunities at Harrow Way for both teaching and support staff. The school’s commitment to the highest standards in teaching and learning has been recognised by the Teacher Development Trust Network (TDNT). Receiving high praise from the auditors the school was awarded their prestigious Silver Award.

Here are just a few of the ways that we will invest in you and your career.

Arriving as an ECT

- Weekly meetings with your mentor
- Half termly developmental observations
- Opportunities to observe excellent practitioners in your department and school wide
- Separate weekly programme with other ECTs and a professional mentor
- Accreditation through the Hampshire SCITT Partnership or Basingstoke SCITT Alliance.

For Experienced Teachers

- Carry out Action research project as part of a Triad.
- Support with obtaining a Masters/NPQ.
- We encourage further training & development.

For Middle and Senior Leaders

- Support for new Middle Leaders.
- Regular supportive and developmental line management from an experienced Senior leader to enable you to run a successful department/ year group and enable you to fulfil your career potential.
- Support with obtaining a Masters/NPQ.
- A SLT secondment programme to help Middle Leaders develop a whole school outlook. This includes attending SLT meetings, work shadowing and working on a whole school project.
- A comprehensive monitoring and evaluation calendar that enables Middle Leaders and Senior leaders to reflect on where the department is and how to improve further.

“Leadership development is a strength of the school. Leaders balance staff well-being with a focus on improving standards for pupils.”

Ofsted 2022

Our mission statement

“Learning for life, success for all”

Our vision

“To provide the finest education for our students”





Staff Benefits

- All staff have a rigorous Induction programme that includes- having a buddy, Induction training throughout the year, bespoke training on areas that you choose
- Strong collegiate relationships in a school that many describe as a 'family'
- Access to staff workrooms and social areas
- Staff sport and exercise classes
- Staff social events
- Free tea and coffee and biscuits on a Friday
- Laptops to assist with lesson planning and teaching
- Opportunities to visit other countries such as New York, Italy, France and Belgium on educational visits.

“Leaders have developed a coherent programme of professional development for staff.”

Ofsted 2022

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