



# Highlands School & Sixth Form

Our people offer



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## Welcome from the headteacher

I'm delighted to welcome you to our school community. As a valued member of our team, you play a vital role in shaping the future of our students, and we want to ensure you feel supported and valued in every aspect of your work with us.

Rooted in our DARE values determination, aspiration, respect, and equality—we foster an environment where every individual is supported to flourish. Our motto, *Dare to flourish*, inspires students and staff alike to aim high, embrace challenges, and contribute to a respectful, inclusive school culture.

This booklet outlines the range of benefits available to you as a member of our staff. From professional development opportunities to wellbeing support, we are committed to providing you with the resources you need to thrive both personally and professionally.

**Mr McInerney**  
**Headteacher**

## Why work at Highlands School?

- As an Ofsted outstanding school, we are forward thinking and are held as an example to others.
- We invest in our people and have a strong focus on their development and wellbeing, protecting our teachers is a priority.
- We serve a diverse and ambitious community and we support our students to thrive.
- We communicate with clarity.



## ✓ Professionally guided practices

- Collaborative knowledge rich curriculum
- Weekly CPD enabled by early school closure
- Feedback not marking
- Equalities informed practices
- Centralised behaviour policy
- No written reports

## ✓ Excellent career development

- Tailored opportunities for professional growth
- Regular feedback through Instructional coaching
- Funding for Masters programmes
- Leadership opportunities at every stage
- Time with your department is prioritised

## ✓ Staff wellbeing

- Two week October half term
- Flexible working options including working from home
- An innovative house system in which all staff participate
- Meetings only on Wednesdays
- Green surroundings and clean air within easy access of central London
- Eco Schools Green Flag - merit
- A range of international and national trips
- SLT open door policy
- Community building opportunities through a calendar of staff events

## Additional benefits: location, facilities and staff benefits

Highlands School offers an excellent working environment, enhanced by its prime location and excellent facilities. Situated in the vibrant borough of Enfield, the school benefits from,

- Strong transport links, making it easily accessible from surrounding areas and central London.
- A thriving local community, providing a welcoming and diverse atmosphere for staff and students alike.
- Proximity to beautiful parks and open spaces.

Our school also offers a range of great staff benefits to support professional and personal wellbeing. Some of these benefits include,

- Employee assistance programme
- Staff discount of 10% on hiring of school facilities up to a total of £500
- Free eye test
- Subsidised gym membership at local Enfield gyms
- Discounts for teachers website for online discounts
- Blue Light card offering discounts
- Shared cost AVC which can save tax



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My name is James and I am an English teacher. I joined Highlands three years ago through the Teach First programme. I absolutely love working at Highlands School. Weekly CPD means I have the time I need to work with my department so that we can design the very best lessons for our students.

The two week October half term has enabled me to pursue my other interests in theatre. This year the school has supported my completion of a Masters programme in educational leadership and I can't wait to put this into practice in my new role as KS3 lead in English.

**James Godwin, Teacher of English**

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“

The flexible working hours here at Highlands allow for moments of decompression, preparation for the day ahead and the opportunity to make my way to work outside 'rush hour'.


It has had a wonderful positive effect on my mental health as I feel the extra time replenishes my energy and maximises my enthusiasm. I feel ready for the challenges of the day.

**Remi Fawehinmi, Teacher of science**

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# Highlands School professional growth offer



## Our professional growth offer

Our staff are intrinsically motivated to always get better because of their commitment to our values of determination, aspiration, respect and equality.

We have worked in collaboration with our staff, Governors and external partners to develop our professional growth offer. It is uniquely designed to support staff to pursue their personal goals and make new 'mastery' opportunities clear.

It does not matter what stage of your career you are at, or what role you hold in our school, our pledge is to provide you with tailored opportunities that you need to flourish at Highlands

The next pages shows our professional growth offer for our staff at Highlands school.

**Mrs Lloyd**  
**Deputy headteacher**

# Highlands professional growth offer

Our professional development offer is designed to motivate positive organisational behaviours and make new 'mastery' opportunities clear.

## Our universal offer

- Termly refreshers
- Instructional coaching partners
- Access to appropriate Masters programmes
- Tailored inductions

### Every day I want to get a little bit better at what I do

### I seek out new opportunities

ECTS	<ul style="list-style-type: none"> <li>• ECT development Programme</li> <li>• Ambition network</li> <li>• Weekly mentor meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Junior teaching and learning responsibilities</li> <li>• Our annual leadership and careers panel</li> </ul>
Established teachers and cover supervisors	<ul style="list-style-type: none"> <li>• Weekly evidence informed CPD</li> <li>• Weekly subject-specific co-planning</li> <li>• Contribute to ECT programme</li> </ul>	<ul style="list-style-type: none"> <li>• Domain specific responsibilities</li> <li>• Opportunities to shadow middle leaders</li> </ul>
Middle leaders	<ul style="list-style-type: none"> <li>• Weekly department meetings</li> <li>• Buddy system</li> <li>• Leadership mentoring</li> <li>• Collaboration networks (TLR holders, middle leaders)</li> </ul>	<ul style="list-style-type: none"> <li>• Associate SLT roles</li> <li>• Leadership courses e.g. NPQSL, HEP opportunities or lead coaches</li> </ul>
Senior leaders	<ul style="list-style-type: none"> <li>• Leadership coaching</li> <li>• NPQSL</li> <li>• Being part of a 'learning set' (<i>working collaboratively with other senior leaders to find solutions</i>)</li> <li>• Remarkable women Leadership programme</li> </ul>	<ul style="list-style-type: none"> <li>• Associate DHT roles</li> <li>• NPQH</li> <li>• Headteacher coaching</li> </ul>

# Highlands professional growth offer: support staff

Our professional development offer is designed to motivate positive organisational behaviours and make new 'mastery' opportunities clear.

## Our universal offer

- Termly pastoral refreshers
- Tailored inductions
- DARE day training

### Every day I want to get a little bit better at what I do

### I seek out new opportunities

#### Pastoral, inclusion and behaviour team roles

- Behaviour and safeguarding refresher training
- Mental health training
- Half termly line management slots

- Specific relevant training to role, e.g. mental health training

#### Administrative, medical, finance and marketing roles

- Regular department Meetings
- Behaviour and safeguarding training
- First aid/medical training
- SBM forums and workshops
- Half termly line management slots

- Specific training related to role, e.g. minute taking, social media, clerking, HR related work

#### Learning support and SEN related roles, including Deaf Base

- Weekly department meetings
- Mentoring
- Half termly line management slots

- Learning specialist training (SALT, SEMH, numeracy)
- BSL training for Deaf Base staff

#### Technician roles, including IT technical support

- Health and safety training
- Half termly line management slots
- Domain specific training (CLEAPS, IT, STEM, DT health and safety)

- Opportunities to shadow senior technicians

## Where next?

