

# 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 changing 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 came into being on 1st September 2015. Our new school has 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.

## 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.

Founded in 1862, Haileybury is an independent co-educational boarding school which offers a fully-rounded education for boys and girls aged 11 to 18.

### Examples of our partnership with Haileybury

- Our Cadets have weekly training with Haileybury Cadets
- Our Year 11 triple scientists have weekly sessions with Haileybury science staff to provide additional specialist teaching in biology, chemistry and physics
- Our Year 12 biology students have regular additional workshops with Haileybury
- Haileybury provides support for Year 13 students applying for medicine, dentistry or veterinary science
- There is a weekly co-curricular climbing club held at Haileybury and our students use Haileybury's swimming pool

## Exam Results

In 2018 our A Level results saw an 8% increase in A\*-B grades compared to 2017. Our vocational results continued their stellar performances with outcomes and progress remaining high. There was also real student success across the range of vocational subjects offered with many top grades achieved in Business, ICT, Health & Social Care and Drama. At GCSE, our students had great success across a wide range of subjects including in Maths, Biology, Chemistry, Physics, Dance, Drama, Media, Photography and PE. We were delighted that our first student achieved a place at the University of Cambridge to study Human, Social and Political Sciences achieving A\*A\*A in her A Levels.

In 2017 our Progress 8 score for all Year 11 students was -0.12. 59% of our students achieved both at least a grade 4 in Maths and English, with significantly higher outcomes in both Maths and English individually. In the Sixth Form we had excellent results in a wide range of A Level subjects including English Literature, Maths, Physics, Geography and Economics. There was real success across the whole range of vocational subjects offered too with many top grades achieved in Business, ICT, Health & Social Care and Art. 65% of our Year 13 students chose university or Advanced Level apprenticeships.

## Staff 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 commits to paying back training fees up to a maximum of £8000 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 will also be additional coaching and research opportunities from September 2019 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.

### Childcare Vouchers

Pay for your childcare from your pre-tax pay.

### Wellbeing Benefits

Free flu jabs, physiotherapy and other wellbeing; support, advice, confidential information and counselling - 24 hours a day.

### Computershare

As part of a comprehensive package, we offer the following benefits via our Salary Extras employee benefit platform: Bikes, Childcare, Discounts, Computers, Legal and Mobiles.

### Employer Pension Contributions

Teachers' Pension Scheme (Teachers), Local Government Pension Scheme (Support 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 Swimming

Available at Haileybury for all staff on a Sunday afternoon.

## 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 Head teacher 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 return either by post or email to: Miss L Nethercott, Executive Assistant to the Principal & Vice Principal, Haileybury Turnford, Mill Lane, Cheshunt, Herts, EN8 0JU or email to [nethercottl@haileyburyturnford.com](mailto:nethercottl@haileyburyturnford.com). If you have any questions, please contact Miss Nethercott on 01992 308333 ext 256 or more information can be found on [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.



**Robin Newman**  
Principal



### **Ofsted say Haileybury Turnford is already improving**

Here is some of what the inspectors said in their report:

- *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.*



**Ambition · Pride · Success**

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

Principal: Robin Newman MSc MBA

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