



APPLICATION PACK

DEPUTY HEADTEACHER





Dear Applicant

Thank you for your interest in the post of Deputy Headteacher at our School. The School has secured a top 10% progress score, as measured by value added, for the past five years and repeated this performance in 2018 and 2019 at Post 16.

Heston is a high performing, fully inclusive and comprehensive Community School, with approximately 1250 students including 300 in our Sixth Form. Occupying approximately ten acres, adjacent to Osterley Park, the School boasts its own leisure centre and fantastic sports facilities, including several multi-surface pitches and a specialist Centre for the Hearing Impaired, serving Hounslow and the surrounding Boroughs.

This is an exciting time to join a Senior Team with a balance of experience and expertise. Outcomes at the School are outstanding and the successful applicant will have the opportunity to help sustain this success whilst contributing positively to future developments.

I trust that the advert and person specification make clear that, first and foremost, we are looking for an exceptional Teacher who can demonstrate a strong track record of delivering whole school improvement - a colleague who can support, encourage and inspire both staff and students to build a cohesive school community.

As with every application pack, it is near impossible to capture definitively the nature and character of the School or the full extent of the role for which you are applying. However, the key qualities that we are looking for in every colleague are intelligence, integrity and a capacity for sustained hard work - professionals that never shy away from rolling up their sleeves to ensure that no member of the School community ever feels that they must work in isolation.

Though I appreciate it is not always possible, I would encourage you to visit the School prior to making an application, to see for yourself the community of staff and students you would join. I am confident that you will experience what many of our visitors and the recent OFSTED inspection commented on:

'Pupils appreciate the high aspirations which you and your staff model and expect. They really enjoy being at school. They say that the calm, orderly atmosphere in lessons and around the school supports them to learn well and feel safe. Parents and carers ...were positive about all aspects of the school's work.' [OFSTED July 2019]

Yours sincerely

Mr Ranjit Berdesha
Headteacher



Heston is a high performing School that consistently achieves a Value Added score that places it in the top 10%, or better, of schools nationally. The tables below provide a summary of our Key Stage 4 and 5 examination results.

KEY STAGE 4

Progress 8 Score	2015	2016	2017	2018	2019
Whole School	0.74	0.47	0.90	0.68	0.80
English Element	0.49	0.23	0.78	0.65	0.84
Maths Element	0.22	0.09	0.73	0.79	0.79
EBacc Element	0.85	0.7	0.88	0.95	1.12
Open Element	1.13	0.67	1.10	0.40	0.47
Attainment					
9 - 4 EM	55%	64%	76%	71%	73%
9 - 5 EM	--	--	50%	51%	53%
EBacc [Strong Pass]	19%	42%	28%	24% [4.71]	35% [4.94]

KEY STAGE 5

A* - B	47%	47%	36%	51%	46%
A* - C	77%	73%	67%	81%	77%
A* - E	98%	98%	97%	99%	99%
A Level ALPS Score	5	6	7	2	3



THE SENIOR LEADERSHIP TEAM

'The leadership team has maintained the good quality of education in the school since the last inspection. Based on the evidence gathered during this short inspection, I am of the opinion that the school has demonstrated strong practice and marked improvement in specific areas. This may indicate that the school has improved significantly overall.' [OFSTED July 2019]

Ranjit Berdesha
Headteacher

Mike O'Hagan
Deputy Headteacher

Vacancy
Deputy Headteacher

Margot Currie
Assistant
Headteacher
DSL, PSHE and
CEIAG

Ingrid Hall
Director of
Sixth Form
Quality
Nominee

Ronald Regnier
Assistant
Headteacher
Teaching &
Learning

Michelle Stone
Assistant
Headteacher
SEND

Beth Hart
Assistant
Headteacher
Student
Outcomes

SCHOOL IMPROVEMENT AIMS

1. To build a Learning Community that believes intelligence and personality can be developed to create a passion for learning through creativity, attitude and deliberate practice
2. To ensure the learning outcomes for students and groups of students are consistently above national benchmarks
3. To improve students' learning and development through high quality marking and feedback, underpinned by an in-depth understanding of assessment.



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