



# APPLICATION PACK

# TEACHER OF DANCE





Dear Applicant

Thank you for your interest in the post of Teacher Dance at our School. The School consistently achieves a progress score in the top 20% of schools, as measured by value added, at both KS4 and KS5.

Heston is a high performing, fully inclusive and comprehensive Community School, with over 1300 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 Deaf, serving Hounslow and the surrounding Boroughs.

I trust that the advert and person specification make clear that, first and foremost, we are looking for an exceptional Teacher Dance - a colleague who can contribute to continued academic success for our students as well as instil a lifelong passion for learning.

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:

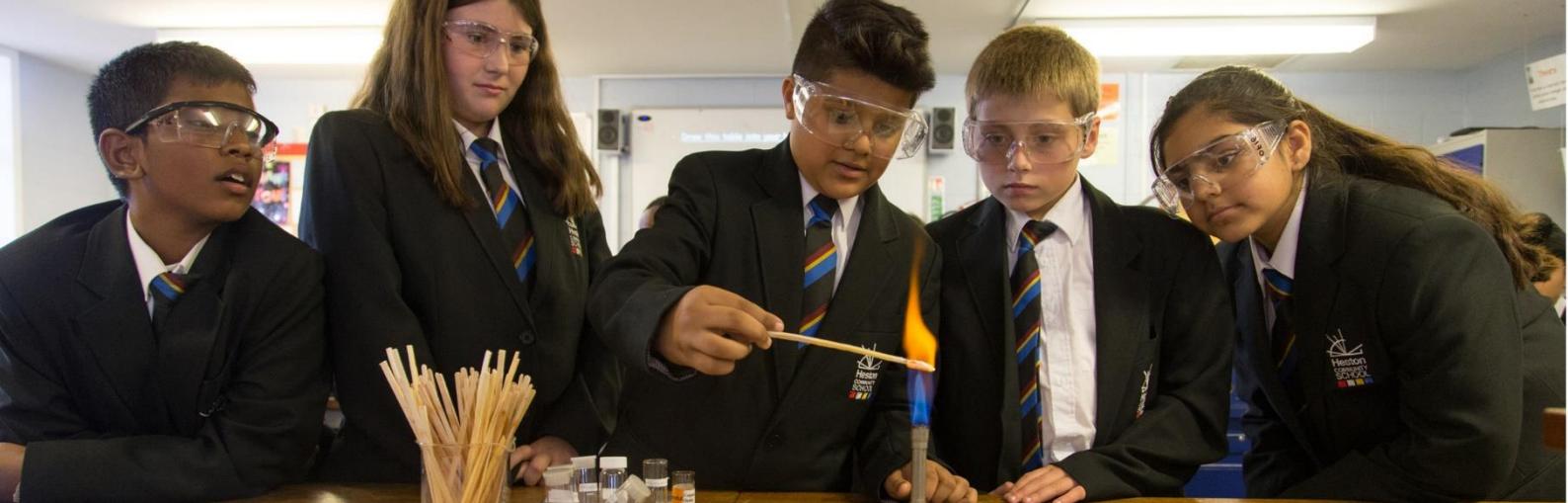
*'Pupils speak proudly about 'Hestonian values', such as kindness, honesty, resilience and equality. These values are embedded in the day-to-day life of the school. They provide a shared language for teachers and pupils, inspiring them to be the best that they can be. As a result, pupils' behaviour and attitudes to learning are exceptional.' [OFSTED December 2022]*

*'Pupils behave exceptionally well in lessons and listen carefully to teachers' explanations. This has a very positive effect on their learning. They enjoy warm and positive relationships among themselves and with their teachers.' [OFSTED December 2022]*

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 20%, 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    | 2020*      | 2021**     | 2022       | 2023       | 2024       | 2025***    |
|---------------------|------------|------------|------------|------------|------------|------------|
| Whole School        | --         | --         | 0.56       | 0.46       | 0.29       | --         |
| English Element     | --         | --         | 0.57       | 0.78       | 0.75       | --         |
| Maths Element       | --         | --         | 0.72       | 0.47       | 0.12       | --         |
| EBacc Element       | --         | --         | 0.74       | 0.58       | 0.23       | --         |
| Open Element        | --         | --         | 0.29       | 0.31       | 0.16       | --         |
|                     |            |            |            |            |            |            |
| 9 – 4 EM            | 73%        | 76%        | 75%        | 77%        | 73%        | 75%        |
| 9 – 5 EM            | 53%        | 60%        | 51%        | 60%        | 52%        | 52%        |
| EBacc [Strong Pass] | 24% [4.71] | 35% [4.94] | 38% [5.12] | 30% [4.85] | 31% [4.54] | 28% [4.68] |

#### KEY STAGE 5

|                    |     |     |      |     |      |     |
|--------------------|-----|-----|------|-----|------|-----|
| A* - B             | 57% | 66% | 67%  | 66% | 45%  | 57% |
| A* - C             | 81% | 86% | 87%  | 85% | 75%  | 81% |
| A* - E             | 99% | 99% | 100% | 97% | 100% | 99% |
| A Level ALPS Score | 1   | 1   | 2    | 2   | 3    | 2   |

\*Centre Assessed Grades

\*\* Teacher Assessed Grades

\*\*\* No progress measures



## THE EXPRESSIVE ARTS DEPARTMENT

### TEAM OVERVIEW

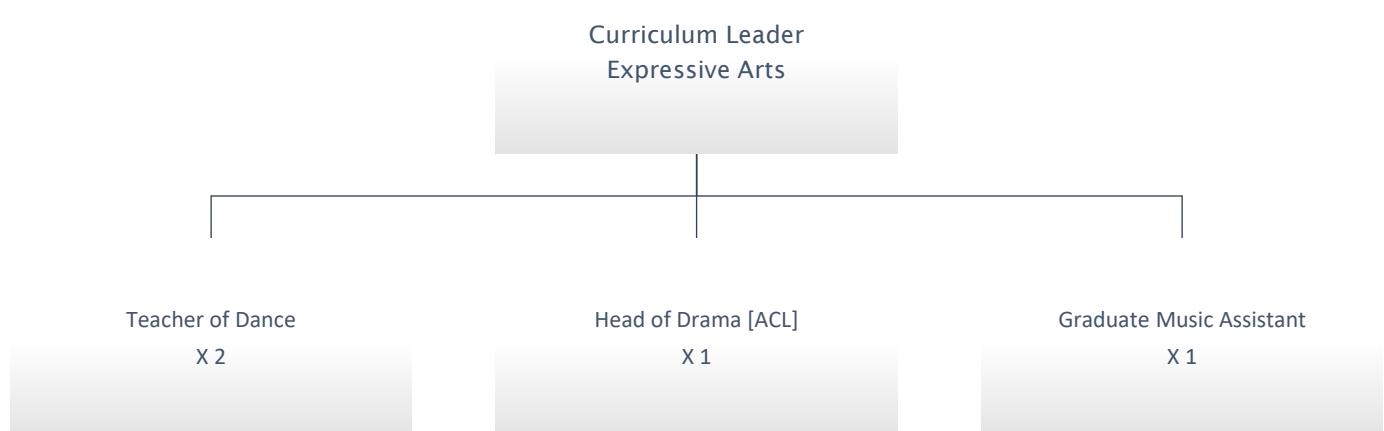
Heston Community School's Expressive Arts Team aims to broaden students' horizons and help them develop love of Drama, Music and Dance; developing the confidence to express themselves through visual media. Our emphasis is on encouraging participation, building team spirit and to develop our students' resilience and thinking skills.

### CURRICULUM OVERVIEW

Heston Community School's philosophy that every child matters is reflected in the work of the Expressive Arts Team. Music, Drama and Dance are taught across the ability range at KS3. At KS4, all three subjects are an option at GCSE

### STAFFING

The Team is led by the Curriculum Leader and comprises of three full-time teachers supported by a Graduate Music Assistant. New staff are offered an Induction Programme to facilitate their entry into the life of the School and the community and there is a specific, two-year ECT Induction Programme.



### CURRICULUM ACCOMMODATION

The Expressive Arts Team enjoys the use of the Hall, Drama Room, Dance Studio, Music and Music Practice Rooms.



## WHAT STAFF SAY ABOUT WORKING AT HESTON

### Mr J Ireland - Science Teacher & ECT

Since joining Heston as an ECT, I have had an exceptionally warm welcome and support from every member of staff. My ECT mentor and the School's ECT programme have helped me to develop my teaching. The School itself has a calm atmosphere, with a real sense of community and collaboration. Heston is my first teaching experience; the ECT programme has allowed me to develop my teaching abilities and I am confident that I will flourish here.



### Ms S Ghatore - Assistant Curriculum Leader, English

Heston is an institution which truly lives up to its name as a 'community' - I left as a Year 13 student in 2015; returned to complete my PGCE training in 2018 and I have had similarly exceptional experiences as both student and teacher. A rewarding aspect of a career at Heston is the comprehensive experience of teaching. In one day, you may teach an A Level class, preparing students to attend the most prestigious universities in the country and a GCSE class with a range of SEND needs, from deaf and visually impaired students, to EAL students, who are quickly and determinedly absorbing the language and ideas in the classroom.

Teaching at Heston has been an immensely gratifying experience; returning to the school which fostered my education, and working with my previous teachers as colleagues, has sustained my passion for education and giving back to the community.

### Mr M Clayton - Assistant Headteacher

I joined Heston as Curriculum Leader of Humanities. This was my first Head of Faculty role and I was provided with support to help me settle in and develop the skills I needed to be successful in the role. The School afforded me the opportunity to join the Senior Leadership Team, a part of a two year developmental programme, which has now become my substantive role, where I lead on pedagogy and professional development.



### Ms M Currie - English Academic / Reading Mentor

More than three decades since I first walked through Heston's doors, I still enjoy coming to work every day. Over the years, I have fulfilled a number of roles including Learning Co-ordinator, Safeguarding Lead and a member of SLT. Here, students are keen to learn and progress, making teaching a pleasure. The support and kindness of colleagues means there is always someone to talk to, if needed. Why have I stayed at Heston for as long as I have – quite simply, I love it and have been very happy here!



### Mr D Johnson - Premises Facilities and Compliance Manager

I have worked at Heston for 23 years, which I think says more than anything I could write. It really is a special place to work. I started as IT Assistant and have been in my current post for the last five years. The drive to improve the Site for the benefit of staff, students and the community has been the most fulfilling part of my role. The camaraderie between support and teaching staff is excellent and makes it a special place to work.



## HEALTH AND WELL-BEING

Teaching is a demanding profession that requires physical and emotional stamina. The School is dedicated to supporting staff by:



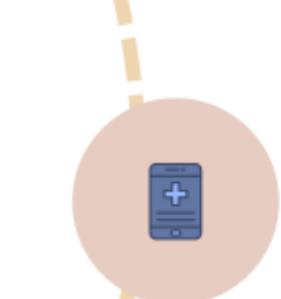
### Teaching at Heston

- Additional PPA time compared to DFE requirements
- Comprehensive two-year ECT training programme
- Comprehensive and personalised Professional Development Programme
- All teaching rooms equipped with touchscreen interactive whiteboards
- £500 stipendiary payment for staff who are examiners



### Pension Scheme

- Gold standard defined benefit occupational pension scheme
- Pension scheme includes in-service death grant plus family benefits
- Option of flexible retirement
- Ill-health protection



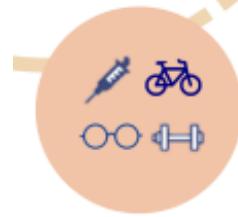
### Employee Assisted Program [EAP]

- Free access to a confidential employee assistance helpline
- Online employee assistance programme
- Counselling
- Anxiety management
- Stress management and coaching
- Physiotherapy



### Facilities

- Free secure on-site parking available
- Free access to state of art cricket nets
- Free access to 4G astro football pitch
- Fully refurbished staff room with complimentary tea, coffee access to IT and Wi-Fi
- Exceptional on-site catering facilities
- EV charging points



### Health and Well-being

- Free access to modern and fully equipped Gym, sports facilities and showers
- Free eyesight test voucher and contribution towards new glasses
- Free annual flu vaccination
- Catering on INSET days and parents' evenings
- Cycle to work scheme offering significant savings on a wide range of cycle equipment







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