



# **APPLICATION PACK**

## **DEPUTY SENDCo**





Dear Applicant

Thank you for your interest in the post of Deputy SENDCo. 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 1 300 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.

This is an exciting time to join a Team with a balance of experienced and newly qualified colleagues. The Inclusion Team supports students at all Key Stages to overcome a range of learning difficulties. The successful applicant will have the opportunity to develop our provision and have a life-changing influence on some of our most vulnerable students.

I trust that the advert and person specification make clear that, first and foremost, we are looking for an exceptional teacher - a colleague who can lead and contribute to the academic success and personal development of 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:

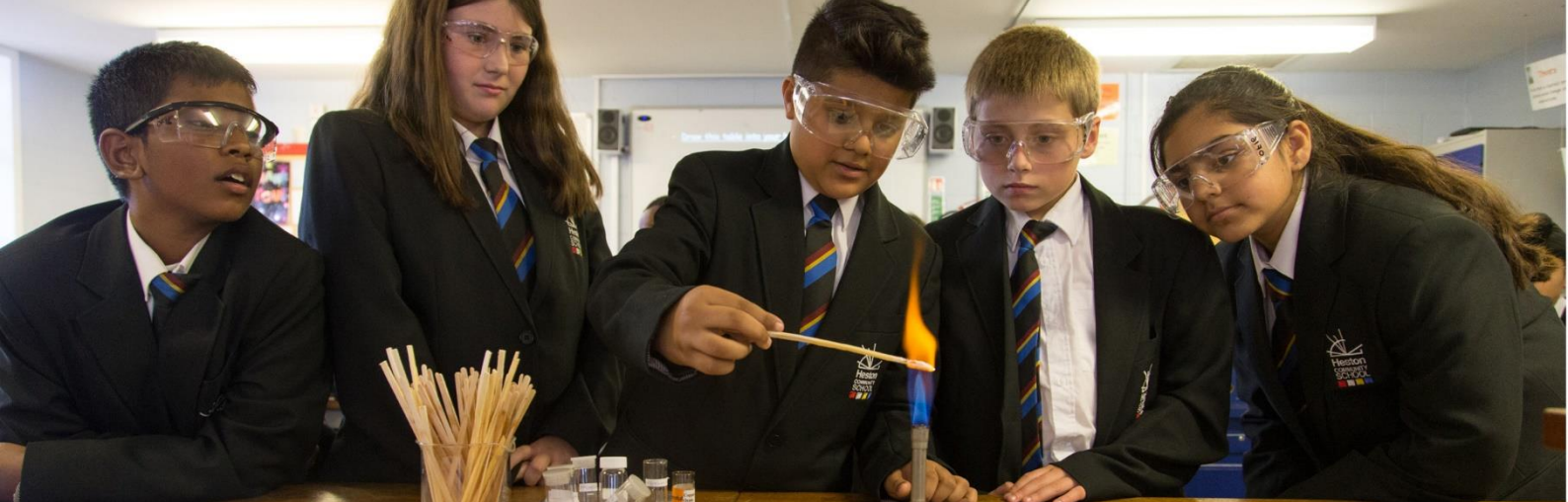
*'Pupils speak proudly about 'Hestonian values', such as kindness, honesty, resilience and equality. These values are embedded in the day-to-day life of the school. They provide a shared language for teachers and pupils, inspiring them to be the best that they can be. As a result, pupils' behaviour and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

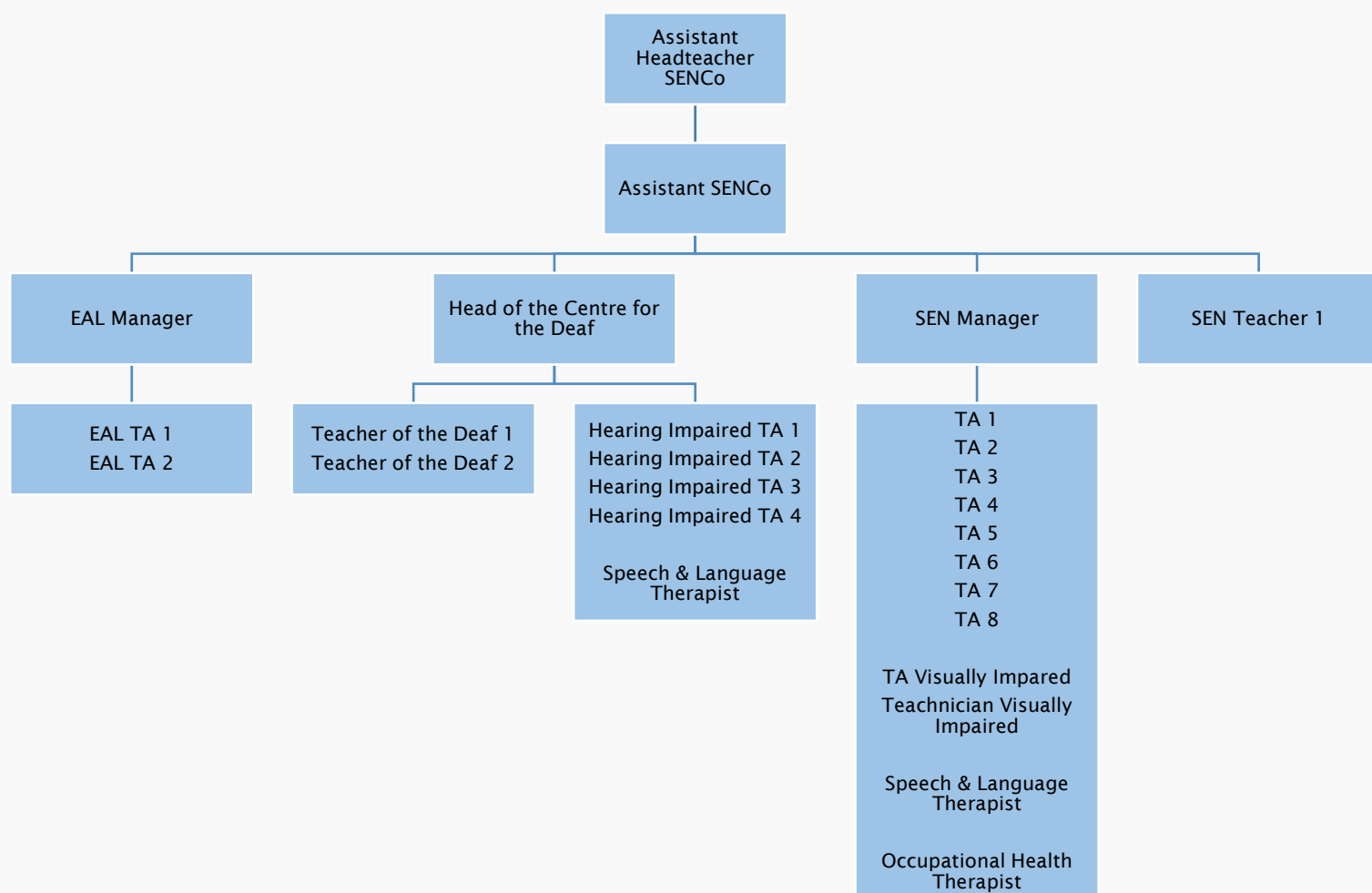


## THE INCLUSION TEAM

The Inclusion Team celebrates the individuality of all students. When extra support is needed, the Team works together with external professionals, parents and students to remove barriers from learning.

The Team caters for deaf, physically disabled and visually impaired students, ensuring that the curriculum is accessible to all.

## STAFFING



## CURRICULUM ACCOMMODATION

The Inclusion Team has a suite of designated teaching rooms in the Sutton building.





## 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!

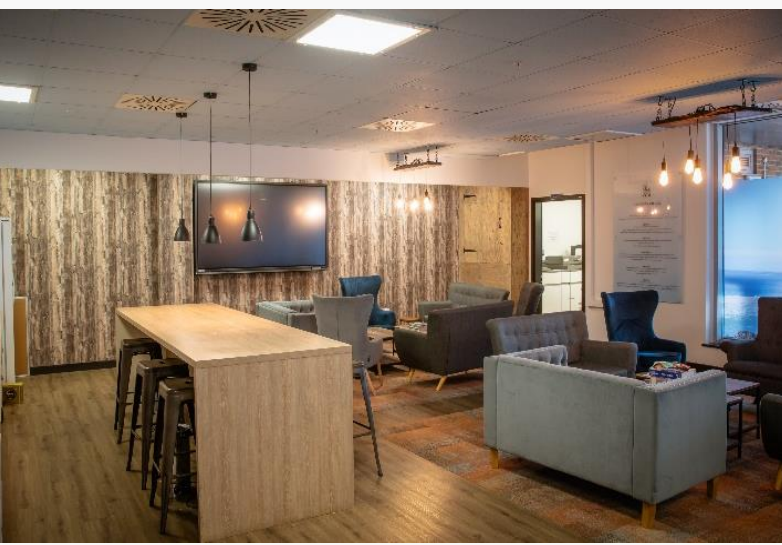
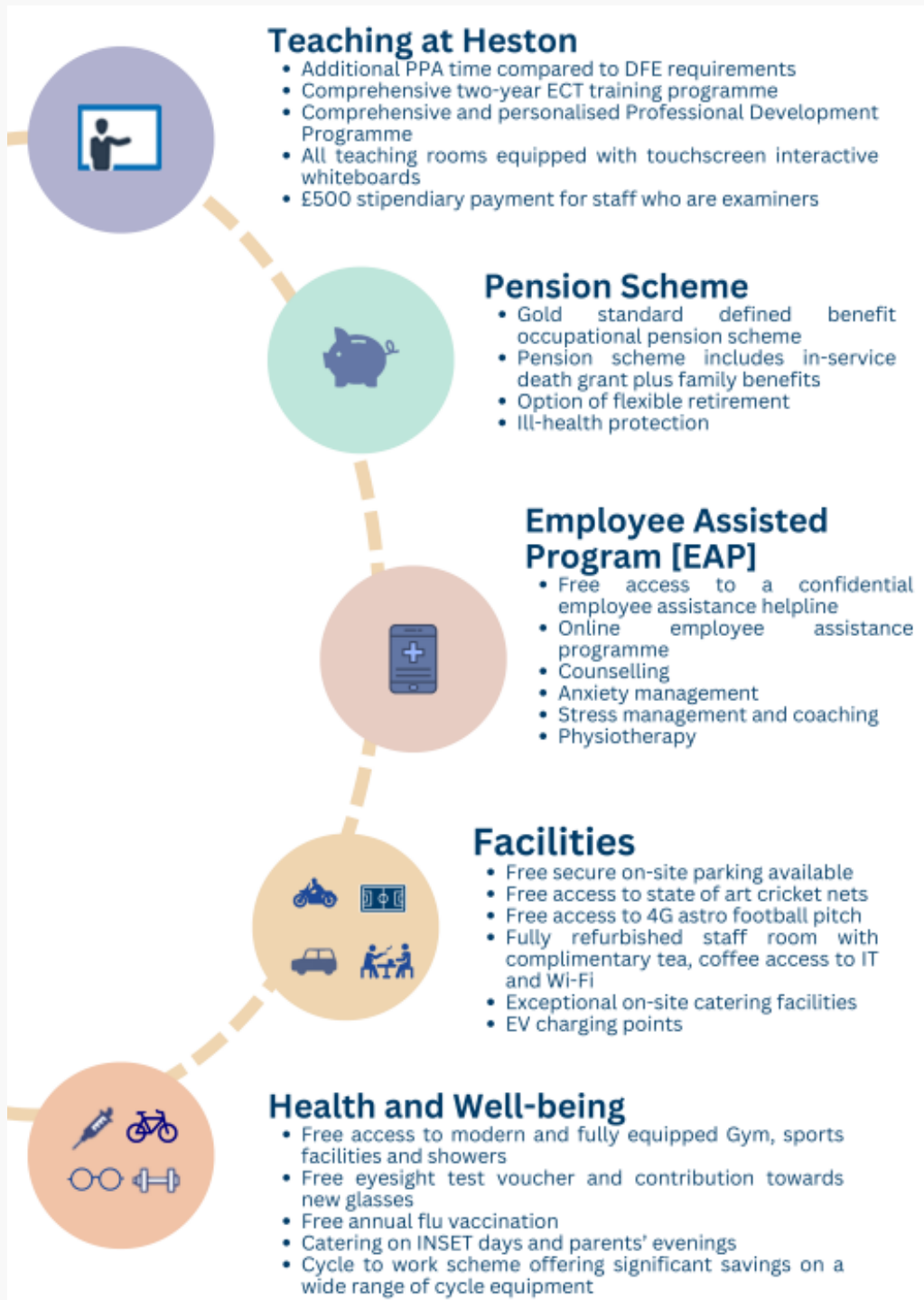
### Mr D Johnson - Premises Facilities and Compliance Manager

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:











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