

**EVERYONE  
MATTERS  
EVERYONE  
ACHIEVES**

**HIGHGATE WOOD  
SCHOOL**



**CONSIDERATION • COOPERATION • COURTESY • CONTRIBUTION**

# **HIGHGATE WOOD SCHOOL AND SIXTH FORM**

## **INFORMATION FOR PROSPECTIVE STAFF**

### **HIGHGATE WOOD SCHOOL MISSION STATEMENT**

To inspire our students to be confident and open-minded  
through exceptional teaching in a caring school community.

**Last Ofsted:** November 2021

## **Last published examination results (2022)**

### **GCSE**

- 77% of students achieving 4+ grades in English and Maths
- 57% of students achieving 5+ grades in English and Maths
- Over a third of students achieved grades 7 or above in English
- A third of students achieved grade 7 or above in Maths
- Over 40% of students achieved 5 or more grade 6s or higher
- Overall Average Grade Equivalent to a Grade 5.3

### **A Level**

Our students achieved 36% A\*/A grades (compared to the national average of 26.4%), and over 60% of grades achieved by our students were A\* to B. We are also thrilled to announce that our average grade across all students in our year 13 cohort is a Grade B. The progress made by our Sixth Form students continues to be excellent, placing us comfortably in the top 25% of sixth forms and colleges nationally.

### **Curriculum**

Leaders have high expectations for all pupils... and ensure that pupils of all ages can study a broad range of subjects. Teachers are specialists in their subjects. They plan lessons which help pupils to make connections between the different parts of their learning. Pupils build their understanding of key ideas over time.

### **Behaviour**

Pupils enjoy school and behave well in lessons. They are committed learners who want to achieve. Pupils work hard in lessons, even when they struggle. Lessons have a focused and purposeful atmosphere.

### **Safeguarding**

Pupils at Highgate Wood feel safe and well cared for. Pupils know how to stay safe, including online. They receive age appropriate lessons on issues around consent and sexual harassment. Pupils trust the adults in the school and know how to get help if they need to.

### **Community and Ethos**

The school has a strong sense of community among pupils and staff. Pupils show respect for each other and the school celebrates the diversity of its community. Leaders are passionate about building a school with a culture of inclusion at its heart. Pupils and staff action the school's motto of "Everyone Matters" in everything they do.

### **Leadership and Citizenship**

At all ages, the school encourages pupils to develop their leadership skills. Pupils learn to engage with the wider world around them. The school runs mentoring programmes where pupils support each other's learning. Leaders expect pupils to be responsible, critical citizens.

### **The Sixth Form and beyond**

Pupils in the school are well prepared for their next steps in education. They make informed choices at key transition points. Leaders are proud of the destinations of pupils leaving the sixth form. The increasing numbers of pupils choosing to study in the sixth form is a sign of its success.



## Welcome

I am delighted that you have shown an interest in Highgate Wood School. On behalf of the Governing Body, I look forward to receiving your application should you choose to join us and be part of our mission “To inspire our students to be confident and open-minded through exceptional teaching in a caring school community.”



Traditional values of courtesy, consideration, contribution and cooperation (the 4Cs) underpin the school’s ethos and are at the core of our expectations of what we have come to call the “Highgate Wood Way”.

At Highgate Wood School we are proud of the way our exam results continue to improve year on year at both key stages 4 and 5. This reflects the skill and dedication of our existing staff and the hard work of our fantastic students. We are committed to bringing our motto “Everyone matter, Everyone achieves” to life and to ensure the inclusion of all our young people in successful outcomes and experiences. I am sure you will get a sense of enthusiasm within the school for what we are accomplishing and hope you can see yourself as someone who could share in this progress and make your own significant contribution in our collective journey to improve our students’ experiences and outcomes even further.

We firmly believe that the biggest influence on someone’s success is how hard they work, how focused they are and how well they respond to feedback. So, we recognise the huge importance of perseverance, resilience, focused practice and hard work in enabling people to grow, develop and achieve. We ask all members of the school community – students, staff, parents and governors – to adopt this “can do” approach in dealing with all the challenges that face us. We encourage our staff to be positive with our students and to develop warm and friendly relationships with them based on mutual respect.

If you are someone who is prepared to always put students first, work hard, have the highest expectations of yourself and our students and you are a great team player, then you may well be the person that we are looking for.

Highgate Wood School is committed to safeguarding and promoting the welfare of children and young people and the post is subject to satisfactory references and an enhanced DBS check.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Patrick Cozier'. The signature is stylized with a large, looped 'P' and a cursive 'Cozier'.

Patrick Cozier  
Headteacher

## Who we are:

### **Ethos and values: The Highgate Wood Way**

Our established values of Courtesy, Consideration, Contribution and Cooperation (the 4Cs), together with a focus on perseverance and hard work and our emphasis on honesty and respect, underpin the school's behaviour ethos and is at the core of what we call the Highgate Wood Way.

Our school motto is Everyone Matters. Everyone Achieves and this reflects our conviction that we have a duty to value every student as an individual.

We strive to be as inclusive a school as we can possibly be and provide a wide range of curricular and extra-curricular opportunities for our students to enable their individual talents and creativity to be identified and nurtured.

The Highgate Wood Way is regularly celebrated and routinely promoted so that it is always something that is real and tangible. The Highgate Wood Way is far more than words on a page. It is the lived experience of our students and staff.

It is through the Highgate Wood Way that we bring to life our mission statement: "To inspire our students to be confident and open-minded through exceptional teaching in a caring school community"



## Ofsted Report

We are delighted our Ofsted report (November 2021) confirmed that Highgate Wood School continues to be good, and improving. The inspectors confirmed our governors and leaders know the school well and this accurate self-evaluation is allowing us to continuously raise standards.

Ofsted observed our “strong sense of community among pupils and staff” and noted that “leaders are passionate about building a school with a culture of inclusion at its heart”. They noted that our “pupils enjoy school and behave well in lessons” and are committed learners who want to achieve.” Ofsted also commented on how “pupils show respect for each other and the school celebrates the diversity of its community.”

Ofsted were impressed by the way our lessons have “focused and purposeful atmosphere” in which “pupils work hard”. They praised the way “subject leaders have given careful thought to the sequence of the curriculum and pupils build their understanding over time. Teachers plan opportunities for pupils to recall their learning at the start of each lesson” and “plan lessons which help pupils to make connections between the different parts of their learning.” Ofsted commented on the success of our sixth form and the way we have “high ambitions for all.”

The inspectors also saw how “pupils learn to engage with the wider world around them. Leaders expect pupils to be responsible, critical citizens.” and noted that “there is a strong sense of cohesion between staff from different departments in the school. Staff say that leaders support them with their workload and are responsive to their request. They are proud to work at the school.”





## The School

The school is situated in a pleasant area in Crouch End and is surrounded by woodland and sports grounds. We serve a multicultural community and many of our students are bilingual. We have approximately 1,600 students (including 300 in the sixth form)

The school is oversubscribed and has an even mix of girls and boys. We are a truly comprehensive school and our students come from every socio-economic background and their levels of attainment on entry vary but cover the whole spectrum.

Approximately 13% of our students are eligible for Free School Meals and 25% qualify for Pupil Premium. Over half our students are drawn from a wide variety of minority ethnic groups, including Black-Caribbean, Greek and Turkish Cypriot, as well as from the Turkish, Kurdish, Indian, Bangladeshi, Pakistani, Chinese and Somali communities.

Students are tutored in year based tutor groups, they have a 30-minute registration or assembly each day. This includes a period dedicated to reading. Safeguarding and individual personal development is something we take very seriously at Highgate Wood School and we have a wide range of systems in place to support this.

Post-Covid we introduced a variety of initiatives to help students in their return to classroom learning, to tackle issues around anxiety and mental health and catch-up on missed learning. Many of these have continued as the impact of school closure is still felt amongst students and the need for additional support for them still remains.



## Facilities

We were one of the last schools to benefit from the Building Schools for the Future (BSF) programme and are able to boast an extremely attractive site with some excellent facilities, including:

- An extensive computer network providing good access to ICT across the site.
- A purpose built Learning Resource Centre.
- A dedicated Media Studies room and Music Technology room, equipped with Apple Macs.
- Dedicated Design Technology, Art and Drama rooms.
- An attractive Dining Hall, with all-day service (for post 16 and staff) operating on a cashless system.
- An all-weather pitch.

Since BSF we have continued to develop our site and improve our facilities to help ensure we can provide a 21st century education to all our learners. This includes a new Maya Angelou Centre to support students with emotional needs.





## Teaching and Learning

All Teaching and Learning at Highgate Wood School is underpinned by three principals

1. **It will help to close the gap** – high quality teaching has the biggest impact on student progress for all our students and is key to us being a truly inclusive school
2. **It is evidence based** – we want all our staff to engage with high quality researched based CPD and to be open minded, reflective and proactive at always trying to be better
3. **It is sustainable for teachers** – we are committed to giving teachers the time, support and trust to reflect on their practice and to work collaboratively in subject specific teams to implement it.

Lessons at Highgate Wood School are explicitly designed to secure key learning into student's long-term memory, and are underpinned by Rosenshine's Principals of Instruction. All departments have shared resources which are collaboratively developed, significantly reducing planning time for staff whilst ensuring all students have access to the same quality learning experience.





## Continual Professional Development

Continual professional development for all staff is a top priority at Highgate Wood and is key to ensuring that “everyone matters and everyone achieves”. Maya Angelou’s words that, “you do the best you can until you know better, then when you know better, do better” reflects our ethos towards staff development.

We support every member of staff with developing their expertise throughout their career through a comprehensive fortnightly CPD programme and array of leadership opportunities, both in house and through our external partners.

At Highgate Wood School we are passionate about training teachers. We offer a full support package to ECTS, which includes high quality weekly mentoring sessions from our Teaching and Learning team, supported by training from our partners at Haringey Education Partnership and the North East London Teaching School Hub. We work closely with the Institute of Education to support ITTs and are currently introducing instructional coaching so that all teachers have the opportunity to continually improve their practice.

Our staff retention rates are high and a significant number of our Middle and Senior leaders started with us as new teachers choosing to progress their career at our school.



## Staff Well-Being

At Highgate Wood School we prioritise staff well-being and reducing unnecessary workload. We recognise that well-being takes different forms for every individual and we regularly ask for staff feedback to monitor and fine tune our provision.

Ofsted commented that “leaders and governors support the well-being of staff and pupils. Staff say that leaders support them with their workload and are responsive to their requests. They said they are proud to work at the school.”



Some of the benefits of working at Highgate Wood include:

- Whole school appraisal system that has an emphasis on development and coaching
- As a school we are moving towards instructional coaching and current lesson observations are entirely developmental and based on a coaching model
- Reduced data collection points throughout the year
- Manageable marking and feedback policy which encourages whole class feedback and marking of only key assessed pieces at certain points of the year.
- Reduced number of calendared meetings and no more than one meeting after-school per week
- Dedicated department offices and work bases with the vast majority of teaching having their own teaching room
- No more than 20 hours of contact time a week for main scale teachers and class sizes of no more than 27
- Part of the Employee Assistance Programme which provides staff free access to their 24/7 counselling, legal and information line.
- An understanding that staff have fulfilling lives outside of work and a commitment to supporting this, reflected in our generous approach to leave of absence requests
- A thriving Staff Association that enhances its members' social lives



## Additional Benefits to staff

- We offer on-site car parking for staff. Highgate tube station is 10 minutes' walk from the school and the school is very close to bus routes W5, 41 and W3. The W7 bus offers a swift link to Finsbury Park tube and Hornsey over ground station in Crouch End is also close by.
- Purchase assistance packages
  - ◇ Cycle scheme where staff are eligible to purchase a new bike
  - ◇ Tech scheme where staff are able to purchase latest tech
  - ◇ Interest free loans to support a season ticket

*All are available to staff as part of a salary sacrifice scheme, interest free.*

## OUR NON-NEGOTIABLES

**S**

### **Students come first**

Our students are our priority. It is for them that we do what we do.

**H**

### **Hard Work**

We do whatever is necessary to provide the best experience for our students.

**O**

### **Our own children**

We make HWS a school that we would be proud to send our own children to. We work to this end every single day.

**W**

### **We are not I**

We are a team. We do what we say we do - we stick to the school strategy, behaviours and processes. We are the Highgate Wood Way.

**U**

### **Unafraid of failure**

We are not afraid to fail, nor learn from failure. When things go wrong we do not blame—we support each other and we look after each other.

**P**

### **Professional trust and accountability**

We trust each other implicitly professionally because we hold ourselves and each other to account openly and honestly for doing all of the above.



## Where we are:

