



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 following our Ofsted inspection in March 2022 when we were rated Good in all categories. We are making a real difference to the lives of our students as we continue to rapidly improve. We will also have new state-of-the-art buildings ready for September 2025.

“Pupils love the fact that their school is friendly and welcoming. They say that it is a school where they can be themselves. This is because it is a very tolerant community. Pupils feel very safe.”

“The school helps pupils to become better citizens. Teachers support pupil well, but pupils also support each other.”

“Leaders have brought improvements to many areas of the school since the previous inspection, including behaviour and the curriculum. Parents are very appreciative of the way the school has changed.”

“The school is a calm and orderly environment.”

[Ofsted, 2022]

Haileybury Turnford is an oversubscribed six form entry, 11-19 mixed academy that opened on 1st September 2015. Our new school 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.

We are an Equal Opportunities employer and wish to attract and select candidates from a wide, diverse talent pool. 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 employments checks and a satisfactory enhanced DBS check.

We already have one new building which opened in September 2021 to replace our existing English & Humanities and small Science blocks. It also includes a large new library for our students. We will have further state-of-the-art new buildings by September 2025, benefitting all students and staff.



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.

Examples of our partnership with Haileybury

- There are joint professional development opportunities with Haileybury staff.
- Our Cadets have weekly training with Haileybury Cadets.
- Our science students have had additional workshops at Haileybury and both departments work together closely.
- Haileybury provides support for sixth form students applying for medicine, dentistry and veterinary science. Haileybury also support students with their applications to other competitive university courses, including preparation for interviews at Cambridge and Oxford universities.
- Students use Haileybury’s sports facilities including the climbing wall and swimming pool.
- Year 7 and Year 8 students at Haileybury Turnford and Haileybury work and learn together in a series of regular masterclasses across the academic year.



Exam Results – Sustained improvements at HT

In 2019 we saw significant improvements in our GCSE, vocational and A Level exam results. Results have continued to rise in 2020 and 2021. In 2022 we had the highest GCSE English and Maths exam results we have ever had.

In 2022 all students who wished to, progressed to university following their exam results. Our Progress Score for A Level Performance in 2019 was the highest progress score amongst local 16-18 state school provision and ranked us 26th out of 125 Hertfordshire 16-18 providers and 16th for academies and maintained schools. Our vocational qualifications have continued their strong performances with outcomes remaining high. We continue to have real student success across the range of vocational subjects offered with many top grades achieved in Business, ICT, Health & Social Care and Drama. We are delighted that we have had three students achieving places at Cambridge and Oxford Universities in the recent past, studying Human, Social and Political Sciences, English and Physics.

At GCSE, our students had great success in 2022 across a wide range of subjects including in English, Maths, Biology, Chemistry, Physics, Business, Engineering, Geography and History. Our Progress 8 score for all Year 11 students was -0.12. 63% of our students achieved both at least a grade 4 in Maths and English, with significantly higher outcomes in both Maths and English individually. Our Progress score for Maths was +0.26, showing exceptional progress for our students of all abilities.

We are confident that our exam results will continue to show further improvements in progress and attainment for GCSE, vocational and A Level students from 2023, and our students will continue onto their destinations of choice.

Staff Wellbeing and Benefits

Looking after our staff is very important at Haileybury Turnford and we want all staff to love working here. The school offers all its staff a range of benefits including the following ones below.

Recruitment Incentives

We will consider giving financial recruitment and retention incentives to outstanding candidates.



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 Early Career 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 are also additional coaching and research opportunities available 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.

Wellbeing

Staff wellbeing is very important at HT. We launched our Staff Wellbeing Charter in September 2021 to show the central importance of this commitment to all staff, building on the work carried out in recent years. We are a happy, cohesive staff, and we believe this teamwork makes HT an excellent place to work.

Free flu jabs and other wellbeing support, advice, confidential information and counselling is provided. Our Staff Room was recently fully refurbished recently. There are also regular Staff Forum & Wellbeing Meetings, Wellbeing Wednesdays and a staff BAME Forum focused on ensuring we have the best possible working environment for all staff.

Free Family Swimming and Gym use

Available at Haileybury for all staff, including at selected times at weekends.

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 Headteacher 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 send to Mrs J Jarvis, HR & Wellbeing Manager, Haileybury Turnford, Mill Lane, Cheshunt, Herts, EN8 0JU or email to jarvisj@haileyburyturnford.com. If you have any questions, please contact Mrs J Jarvis on 01992 308333 ext 262 or more information can be found at 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.



Feedback from our parents

- *I have been nothing but happy and impressed with HT since my son started in September.*
- *Keep up the great work. We are growing from strength to strength.*
- *I have been nothing but happy and impressed with HT since my son started in September.*
- *It was our first Parents' Evening. We found all the teachers we saw very enthusiastic and passionate about their subject and were very positive about our son and how he is getting on at the school.*
- *So happy with this school.*
- *I could not be happier with the school – absolutely fantastic – thank you to all the staff. My daughter is doing amazingly and loves school!*



Haileybury Turnford, Mill Lane, Cheshunt, EN8 0JU 01992 308333 enquiries@haileybury.com www.haileyburyturnford.com
Principal: Robin Newman MSc MBA

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Registered office: Haileybury Academy Trust, London Road, Hertford Heath, Hertford, Hertfordshire, SG13 7NU