

## Working at The Hemel Hempstead School: The Hemel Hempstead Experience

*"The Curriculum is everything; the whole experience; what it is to be a part of the community at The Hemel Hempstead School. It is the Hemel Hempstead Experience."*



*The* **HEMEL  
HEMPSTEAD**  
*School*

To find out more about The Hemel Hempstead Experience visit our school website or [www.thehex.com](http://www.thehex.com)

### Why choose to work at The Hemel Hempstead School?

Simply put, because it's a great school. This isn't based on an Ofsted judgement or our excellent student outcomes - but what we have been consistently, for 90 years. We have a very strong reputation in the local area and we're always heavily oversubscribed. Generations of parents return to this school knowing that their children will get the very best educational outcomes and our staff send their children here. 97% of our parents say they would recommend us to other families. People who started their careers here return for second or third promotions and former students return here to teach. People move house to get into our catchment area.

This is because we offer a real education; one that focuses on character development as well as academic success. We believe that the curriculum is everything: the whole experience; what it is to be a part of the community at The Hemel Hempstead School. Our curriculum provides the broadest, richest experiences which lead to meaningful learning, of knowledge and of skills. At the heart of our school culture we have:

- **Our school character values; The 5Rs of Respect, Responsibility, Relationships, Reflection and Resilience. This is 'who we are'.**
- **Our ASPIRE pedagogy, which builds Ambition, Self-belief, Perseverance, Independence, Reflection and Effort. This is 'how we learn'.**
- **The HHEX, which is our commitment to providing all students with a wide range of clubs and activities, house events, trips and visits, student leadership, careers events and our PACE curriculum. Participation in The HHEX supports the character development of our students.**

Hemel Hempstead is the second largest and fastest growing town in Hertfordshire. It is a popular location because it is currently more affordable than its neighbours St Albans and Kings Langley. The town benefits from two shopping centres, an array of recreational facilities and plenty of green spaces. It has great transport links with the M1, M25, A41 and A414 all only a few minutes away. Trains from Hemel Hempstead or Apsley run regularly to Watford (7-11 mins) and London Euston (27-35 mins). Heading north, to Milton Keynes (27-35 mins). A ten minute drive and you are in the Chilterns Area of Outstanding Natural Beauty.

The Hemel Hempstead School is in the London fringe, so you get paid more than colleagues in the rest of England, but without the considerable extra expense of living and commuting in London.

### **How do we support you and your professional development?**

- All new members of staff take part in a full induction programme to develop skills across the teacher standards.
- All ECTs and trainees take part in a Professional Studies Programme and are supported by a designated mentor.
- All RQTs are invited to participate in a bespoke, in-house programme, designed to enhance the skills they will need to develop their career.
- All members of staff are supported in their professional development through a mentoring and coaching programme.
- Investment in CPD to encourage staff to take ownership of their development with individualised training and CPD opportunities.
- All members of staff complete an annual appraisal process with their Line Managers.
- Our Middle Leaders take part in leadership development through a leadership coaching and mentoring programme.

- Middle and Senior Leaders can take part in a Leadership Exchange Programme visiting other schools.
- Aspiring Middle and Senior Leaders are encouraged to apply for fully funded NPQML, NPQSL and NPQH qualifications.
- We can, and do regularly offer, TLR 3s to recently qualified teachers to undertake whole-school projects.
- All members of staff are encouraged to share their interests and passions with our students by leading clubs and activities as part of The HHEX. For example, staff have recently set up a 'Classics Club' and a 'Watford FC Supporters Club'.
- All members of staff are encouraged to take part in the day visits and residential trips in the UK and overseas.

#### **How do we support staff well being and work-life balance?**

- We have a detailed Workload and Wellbeing Policy, regular staff forums, and are committed to continually reducing workload and supporting colleagues. We are a signatory of the Education Staff Wellbeing Charter.
- To support teacher workload we have a whole school approach to marking, within our teaching, learning, assessment and feedback policy which focuses on impact, encourages the use of feedback codes etc. and excludes the need to 'acknowledgement mark'.
- There is no expectation for staff to work after 16:00 on a Friday or to respond to emails in the evening or at weekends.
- We operate a 'rarely cover' policy. On average, a teacher on full allocation can expect to only do 1 period of cover per Half Term.
- We demonstrate flexibility with part-time working hours. Staff are also supported to attend personal events.
- All staff have free access to a trained external counsellor to support their mental health & well-being.
- We have our 'ABCD Awards' every half term where staff and students recognise people for doing something great.
- Our staffroom committee meets regularly to collect and share staff voice.
- Well being activities are part of The HHEX for staff.

#### **What activities, opportunities and events are available to staff?**

Throughout the year we run a number of events for staff to take part in such as 'Secret Admirers Week', Secret Santa, Fantasy Football, Book Clubs, Knitting Club and our annual Christmas Party. We encourage staff to be fit and healthy through exercise with group activities such as 5 a side Football, Netball and Yoga. We also run events such as theatre trips, golf days, quiz nights and group walks.

