Hazel Wood
High School







Work with us

Part of the
Oak
Learning Partnership

“Leaders, including trustees, are ambitious for all pupils. This includes disadvantaged pupils and those pupils with SEND. Leaders have placed the needs and interests of pupils at the heart of their curriculum thinking."

Ofsted, March 2023



Welcome from the Headteacher

Dear Candidate

I am privileged to be the Headteacher of Hazel Wood High School. This is a truly inclusive and diverse community where we foster a culture of mutual respect, responsibility and aspiration.

I am immensely proud of our most recent Ofsted inspection, which graded Hazel Wood High School as "Good" in all areas. This outstanding achievement is a testament to the dedication, hard work and commitment of our exceptional staff, students and parents/carers who collectively contribute to our school's success. The Ofsted report commends our school for its calm and purposeful learning environment, carefully thought-out programme that promotes personal development, good student progress and positive school ethos. Our talented and passionate teaching staff consistently go above and beyond to provide stimulating and engaging lessons, having high expectations and fostering a love for learning within our students. The report highlights the outstanding support and guidance our staff provide to every student, ensuring they receive the tailored attention they deserve.

The cumulative impact of all our school improvement work has resulted in us being the most improved school in our area. Attainment and progress indicators at Key Stage 4 have dramatically improved and our Progress 8 score is now above average; student numbers are healthy across all year groups, attendance levels have dramatically improved and exclusions are falling. Our school has a good reputation for being caring and inclusive and is highly regarded by its local community.

We have high expectations of our staff and a great emphasis on pupil care, which includes a particular focus on outstanding quality teaching and learning, with the aim of achieving excellent outcomes for all students. At Hazel Wood, we place emphasis on effective behaviour management and high-quality teaching, and we support staff to actively apply these within the classroom every day. This, in turn, facilitates the students' ability to understand and meet our expectations.

We believe that all our students deserve the very best education that we can provide, and our teaching staff aspire to raise the standards and quality of teaching and learning. This is encouraged through inspiring and supporting colleagues with bespoke CPD; and by ensuring that best practice is shared and embedded.

As part of the Oak Learning Partnership, we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Hazel Wood High. This is an exciting opportunity to work in a forward thinking school, to make a contribution towards shaping its future and build on its successes.



Visits to the school, prior to application, are both welcomed and encouraged. Please contact the school on 0161 797 6543 or email: enquiries@hazelwood.oaklp.co.uk to arrange a visit.

Our website also provides a wealth of information about our school: www.hazelwoodhigh.co.uk.

Adele Hulton
Headteacher

Welcome to Oak Learning Partnership

Dear Candidate

Thank you for your interest in this post at Hazel Wood High School, part of Oak Learning Partnership.

I wanted to personally take a moment to say how much we appreciate you considering a role within our trust.

Oak is built on people - people who care deeply about children, about leading and about each other. We're a growing partnership, with a strong sense of purpose and a belief that schools are at their best when they work together and support one another. We make the most of the benefits of being part of a family of schools but are also passionate about each of our schools retaining their own identity and individuality, with space to innovate.

Every role here matters. What you do will help shape lives. We don't expect perfection, but we do value commitment, kindness and a willingness to learn and grow.

This welcome pack will give you a feel for who we are and what it means to be part of Oak Learning Partnership. We're proud of the work we do and we're excited about what lies ahead. Being part of a trust gives our staff significant benefits, including training and future career progression. We promote school cultures that are warm, welcoming and friendly and whilst we take our job seriously, as we know what a difference education can make, our schools are places where a good sense of humour is shared.

Whatever stage you're at in your career, thank you again for considering Oak Learning Partnership. I wish you all the best with your application and
I hope to meet you in person soon.

Kind regards

James Franklin-Smith
CEO of Oak Learning Partnership



Inclusion is at the heart of our trust

Our trust is cross phase and consists of primary, special and secondary schools. We have a vision to transform lives through a highly inclusive approach. We live by our strapline 'Inclusion is at the heart of our trust' and are compassionately rigorous and support all of our pupils to reach their full potential. We have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another, they collaborate with purpose, support each other and share collective systems across both educational and business provisions. However, it's also important to us that each school has its own identity and individuality.

We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people, ensuring they feel valued and their wellbeing is always considered. We know that if staff feel valued and the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the trust and have a clear vision. This role is a key part of our growth strategy and is an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, highly ambitious, passionate about doing things with integrity and have a healthy sense of humour. If you want to make a difference to young people and join us at an exciting part of our journey, we'd love to hear from you.



Vision & shared principles

To transform lives through a highly inclusive educational approach. Inclusion is at the heart of our trust.

We are **compassionately rigorous**; we care deeply about our community, which is why we push everyone to reach their full potential, even if this feels difficult.

We have **unconditional positive regard**; we treat everyone with respect, dignity and warmth regardless of the circumstances or challenge.

We leave no one behind; we count in ones and focus on individual needs, whilst ensuring everyone can thrive.

Everyone is welcome; we actively embrace diversity and are relentless in how we teach our stakeholders the importance of this.

Shared principles



Values-driven



An exceptional education for all



Identity & individuality



Our people matter



Collaborate with purpose



Focus on impact

Our benefits

Professional development

Oak Learning Partnership is dedicated to learning, focusing on developing the skills and knowledge of our staff. We hold meaningful professional development review conversations, ensuring staff have access to the CPD needed to progress. All teaching staff can subscribe to the Chartered College of Teachers through Oak LP. Members can access the latest research, enhanced CPD and shared practice from leading experts in the field of education. We support progression at all levels - central and school-based, including secondment opportunities.

Our commitment to you

We offer numerous benefits to our staff, including:

Pension schemes (with defined benefits)
Support staff: most support staff pay less than 7% and the employer pays much more (roughly double) into a secure pension fund.

Teachers: depending on your salary, you will pay in line with the contribution rates for the scheme. The employer pays 23.68% of your salary as our contribution (reviewed every four years).

Generous occupational sick pay

Wellbeing day
An additional, fully paid day of leave each academic year that staff can use purely for themselves during term time.

Healthcare plan
Medicash is an easy to use health insurance package provided by Oak LP. The health cash plan provides cashback towards your everyday healthcare bills, benefitting from a range of digital and virtual tools to help you protect and improve your wellbeing.

Medicash wellbeing services
Oak LP values staff wellbeing and offers comprehensive and positive resources through Medicash, with access to a 24/7 telephone support service and face to face counselling services.

Active and healthy lifestyles
With discounts at over 3,000 participating gyms, pools, studios and outdoor fitness events across the UK.

Cycle scheme
A salary sacrifice arrangement where you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and permitted accessories, therefore making tax and National Insurance savings. This scheme is open three times a year for two weeks.

Why work for us?



1. Our wonderful pupils and colleagues. You would be joining a truly inclusive, dynamic environment where no two days are ever the same.

2. Opportunities to collaborate with colleagues across our trust, sharing best practices and innovative ideas.

3. All trust schools are value driven with a strong ethos that prioritises wellbeing.

4. Access to training and support to gain experience and opportunities beyond your school.

Find our school

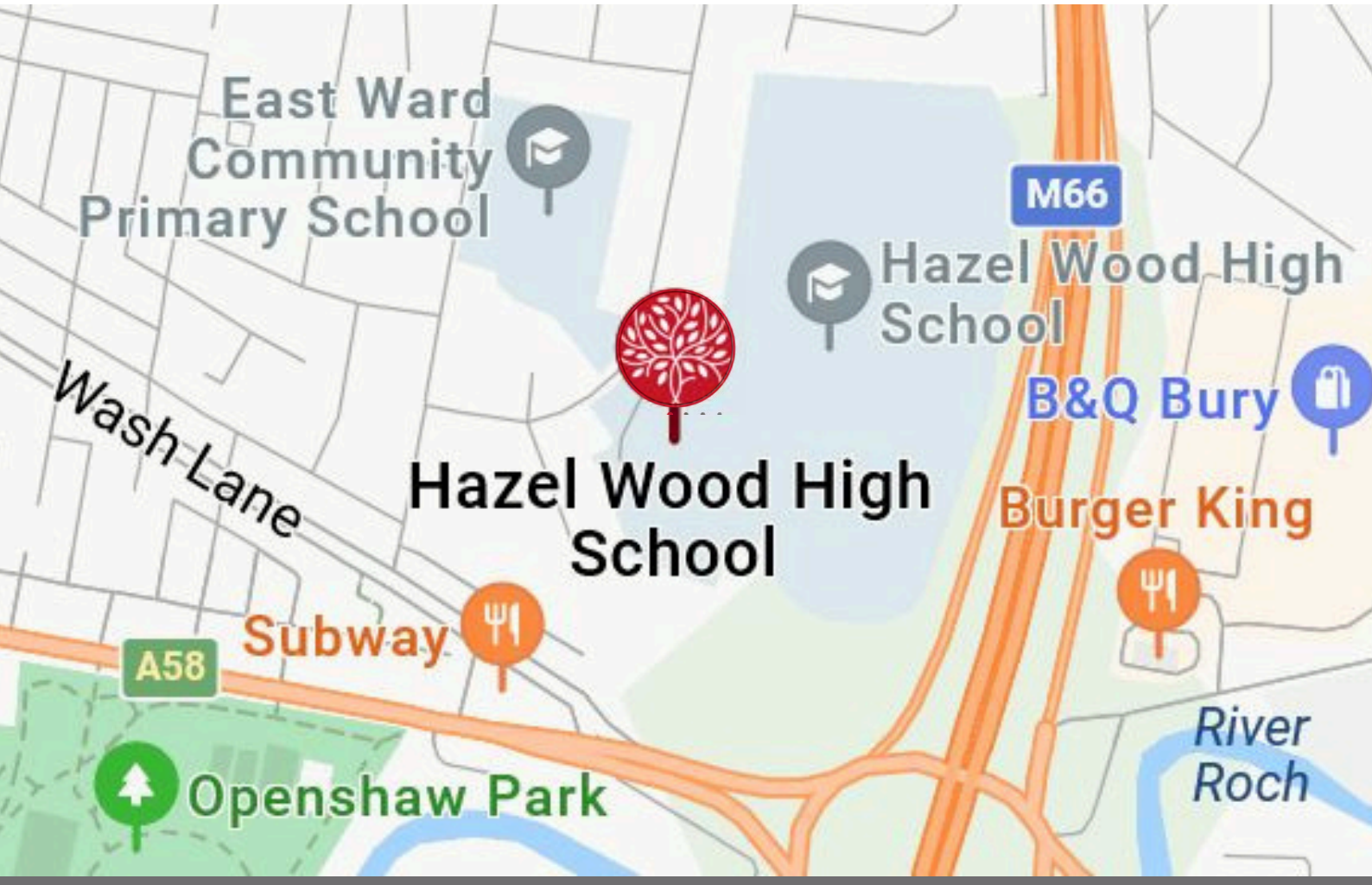
You can find us at:

Hazel Wood High School
Hazel Avenue
Bury
BL9 7QT

0161 797 6543

enquiries@hazelwood.oaklp.co.uk

www.hazelwoodhigh.co.uk





Please take the time to review the information provided through our candidate portal. If you feel that you have the skills, experience and passion to join our trust, and contribute to the success of our students, we would be delighted to receive your application.

For any further queries or to arrange a visit to the school, please do not hesitate to contact enquiries@hazelwood.oaklp.co.uk