



HEANOR GATE SPENCER ACADEMY

Recruitment & Information

Mr M. Jones - Principal



I am extremely proud to be the Principal of Heanor Gate Spencer Academy. Since I joined in 2016 as Vice Principal, we have made unprecedented progress in terms of developing a strong reputation for the quality of our education, raising aspirations of all stakeholders, building community partnerships and ultimately providing our students and their families with a school they can be proud of.

We insist on the very highest standards for all of the students in our care and have developed a fantastic culture which is rooted in discipline and has culminated in a student body full of aspiration, commitment and success. We have strong ambitions to ensure that we create an inclusive culture which supports the needs of everyone and this is firmly embedded in our vision of “**Aspire, Learn & Achieve**”.

In May 2023, **Ofsted graded our academy as Outstanding in all areas**, stating that “Leaders are relentless in their desire to provide the absolute best education for all pupils and to serve the local community.” The report also referenced our unique and energetic staff body by stating that “staff are proud to work at this school and to be part of ‘Team Heanor’”. They also feel that leaders are considerate of their workload and well-being.”

Heanor Gate is an exciting place to work, whether as a leader, teacher or educational support professional. All colleagues are treated with respect, support and challenge and are encouraged to be aspirational and to grow both individually and as a collective. Our unified efforts to do the very best for our young people is something that can be felt at every level. Staff wellbeing is a key driver behind academy processes and our vision; we work hard to not only consider workload, but also to recognise the small things that can make staff feel valued and appreciated.

We offer a comprehensive program of **continued professional development** delivered throughout the academic year during designated time. A bespoke programme allows staff to select individualised pathways based on their areas of interest and expertise. There is also an opportunity to engage with extensive training and development offered through the Spencer Alliance for Leadership and Teaching, including NPQ's, material from the Derby Research School and our strong collaboration with the Chartered College of Teaching.

If you feel #TeamHeanor is something you can see yourself being a part of, I look forward to receiving your application. If you have any questions or queries please do not hesitate to contact my PA Claire Worth via email:

cworth@heanorgatespencer.org.uk

Mr M. Jones
Principal

WE ARE #TEAMHEANOR

Delivering a high-quality education starts with a high-quality team of educators. We are always looking for motivated, collaborative people to join our team and offer a competitive suite of benefits to ensure that you are supported in your work with us. Our staff are encouraged to continually take on new challenges, so we offer a wide range of professional development resources and opportunities.

We have over 18,000 children and young people in our academies and employ more than 2,500 teachers, leaders and educational support professionals across the East Midlands. We aspire to be a leading regional high performing trust with a national reputation for excellence.

All our academies share our values and beliefs, and all benefit from the collaboration and added value that being a member of our Trust offers.

We Believe:

- All children have a right to a quality education regardless of background or ability, and have an entitlement to the opportunity of a secure progression route in their learning and development
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership
- We grow the effectiveness and sustainability of our schools by developing the people within them, and that through shared and equitable responsibility for quality and outcomes; we achieve more

Spencer Trust academies share an ambition to deliver results that compete with the very highest performing schools in the country, and deliver a curriculum for students that is underpinned by breadth, opportunity and quality: one that seeks to give young people the opportunity to develop into well rounded global citizens that believe they can influence positive change in the world.



OUR 'OUTSTANDING' OFSTED REPORT



In June 2023, we were inspected by Ofsted. The inspectors were so impressed with our amazing academy that they judged all aspects of the school to be Outstanding. An unbelievable achievement.

This judgement is more than an Ofsted grade; it is the pinnacle of a 7 year journey of school improvement which has seen the school move from 'Requires Improvement', to 'Good' and now 'Outstanding'. This recognition is for everyone: our amazing students, our supportive families, the wider community and our talented, caring and dedicated staff.



"Leaders are relentless in their desire to provide the absolute best education for all pupils and to serve the local community."



STAFF & STUDENT VOICE

Click on the images to hear directly from our staff & students as they share their thoughts, opinions and experiences about life at our school.

STUDENT VOICE VIDEO



STAFF VOICE VIDEO



Wellbeing

Regular Wellbeing Initiatives

At Heanor Gate Spencer Academy, **we are committed to fostering a positive and supportive environment for our staff**, ensuring their wellbeing is a top priority. We provide regular opportunities for professional development and collaboration, we encourage a balanced work-life experience and we offer a range of initiatives aimed at promoting mental, emotional, and physical health. On site, we have trained mental-health first aiders and the Spencer Academies Trust also provides a comprehensive package of wellbeing resources, including access to counselling services.

Additionally, we run termly initiatives:

Term 1 - Continental INSET day, Staff Christmas Party, Staff mindfulness crafting session & Staff Christmas dinner

Term 2 - Working from home INSET day & Staff Mindfulness crafting session

Term 3 - Continental INSET day, Staff Summer Party, Staff Summer BBQ & Staff mindfulness crafting sessions

- Drinks/fruit/snacks provided daily
- Free on-site gym available before and after school
- Staff Wellbeing Breakfast every Thursday morning
- Hot drinks delivered during break duty
- Staff interest groups such as book club and 'Sing Your Heart Out'
- Staff 'shout-outs' during briefing
- Food/refreshments provided for all evening events
- Staff breakfast following key evening events
- Discounted treatments at our on-site salon - Tranquility



FIND US ON OUR SOCIALS

Find us on our social media pages to see all the exciting things happening at our school. From updates on events and announcements to student achievements and celebrations, our pages are the best way to stay connected.



Facebook - Heanor Gate Spencer Academy



Instagram - @heanorgatesa



X - @HeanorGateSA



LinkedIn - Heanor Gate Spencer Academy