



Houstone School

Candidate Information Pack

Do you believe in traditional values, academic rigor and very high expectations?

Do you want to be part of the founding team of a brand-new school that is determined to deliver world-class educational and extra-curricular opportunities?

Could you teach the very best knowledge-based subject curriculum to the highest standard?

Do you want to work in a school that values subject-specialism, invests in professional development, and focuses on practice informed by the most up-to-date research?

Houstone School is a brand new secondary school opening in September 2022. The school is located in Houghton Regis, a few miles outside of London. We have partnerships with primary and secondary schools, and our sister school is already hugely oversubscribed with over four applications per place. The area is relatively disadvantaged but the highly aspirational community rightly demand a great deal for their children. We will have 900 pupils on roll when full, with space for a substantial sixth form.

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W: www.houstoneschool.co.uk

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ACADEMIC, DISCIPLINED, EXTRAORDINARY



Message from **Houstone School** Principal Designate

Dear Potential Applicant,

I'm delighted that you are interested in a position at Houstone School.

Houstone School is a brand-new school which will open in September 2022. We will be a secondary school of very high expectations in the town, and we have heard from local families that we are needed! We will be distinctive in our offer to give local families greater choice in their children's education. There will be 180 pupils per year, and we will have a longer school day to allow time for every pupil to study subjects in greater depth and to experience our extensive 'electives' enrichment programme. We will pride ourselves on being a genuinely comprehensive school that provides a knowledge-based education for pupils of all backgrounds. We teach an unashamedly academic curriculum consisting of the best that has been thought and said.

At Houstone, our values of aspiration, respect and honesty, underpinned by very high expectations will drive everything that we do. We will have a powerful culture which is warm but strict, based on clear routines, systems and structures. As a result, our teachers will enjoy impeccable behaviour in lessons and hardworking, highly motivated pupils. Our clear approach and exam success will mean that Houstone is heavily oversubscribed. We hold dear the belief that every single child and young person, given the right circumstances, is capable of achieving extraordinary things. We're therefore looking for people who want to be the best. You will be excellent in the classroom, actively open to constructive feedback and willing to develop your practice. You will be led by experienced and supportive team of senior leaders who are passionate and highly motivated.

At Houstone we will show what can be achieved when schools refuse to accept excuses and expect the best from every pupil. That said, we will be humble and recognise that there is much to learn as we aim to become a national leader and an outlier among UK schools. This post therefore represents a great opportunity to be part of something truly quite special.

If you genuinely believe that education is a great leveller in society and are committed to delivering an academically ambitious, knowledge-based curriculum to all pupils, regardless of background, then we would encourage you to contact us for a conversation and hear what we are doing for yourself. Alternatively, please [click here](#) to sign up for our recruitment webinar on 23rd February 2022.

Elizabeth English
Principal Designate

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Introduction from Advantage Schools Chief Executive Officer

Dear Potential Applicant,

I am delighted that you are considering this role with Houstone School, a part of Advantage Schools. Houstone School is a brand new school opening in Houghton Regis in September 2022. Houghton Regis is an area of significant educational challenge, and families there need an exceptional school. That is what we are going to deliver.

We are a forward thinking multi-academy trust that currently runs three schools. Houstone is the latest school that we are opening, and we are eager to recruit the very best colleagues to work with us.

We have recently appointed Elizabeth English, who begins as Principal Designate at Houstone after Easter, and two assistant principals. The founding leadership team share our determination that Houstone will be one of the very best schools in the country. We eschew 'fads' and any quick-fixes in favour of hard work, curricular thought, and great professional learning. In Advantage Schools we want to work with people that value academia and are well-qualified.

This is a role which is sure to challenge and motivate you in equal measure and is an incredible opportunity to join a school and trust that place considerable value on subject-led expertise, professional autonomy, and ongoing development of teaching practice. You will benefit from the support and challenge of a capable leadership team and will have access to considerable collaborative and professional development opportunities from the central team and across our network of schools.

The absolute bottom line is that you subscribe to our values. They are of aspiration, respect and honesty. We marry these with very high expectations. If you can be guided by these in all you do, you may well be the right candidate for this role.

Nothing can beat a proper discussion about the school (in the absence of a look-round), the trust and the role. Please do contact us to talk to us. If there are particular things you are looking for and are not sure if we offer, we will answer honestly in accordance with our values – so please do ask.

We hope you are as excited by this rare and special opportunity as we are, and we look forward to receiving your application in due course.

With very best wishes,



Stuart Lock
CEO



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About Advantage Schools

We have an ambitious vision that in the next 5 years, Advantage Schools will emerge as a leading provider of education in the state sector. We have a strategic plan founded on very high standards for young people, and we want to ensure that as many pupils as possible benefit from our unique style of education.

We currently run three schools – Elstow School, Queen’s Park Academy and Bedford Free School. Elstow is a primary school that is oversubscribed, is overhauling the orthodoxy in primary education, and is attractive to families and colleagues. Bedford Free School is a very high-achieving school that has already established itself as one of the leading secondary schools in the region, with a strong focus on discipline and the curriculum. Queen’s Park Academy joined us on 1st December 2021 and we are optimistic about its future.

We believe that education can be significantly better than it is currently in the U.K. We know that we need to develop excellent subject-specialists, capable of ensuring that every child that goes to an Advantage Schools school receives the high-quality academic education to which they are entitled.

We expect to grow quickly, and the successful candidate can expect there to be further opportunities within the Trust. The Trust is developing a Central Function to rival the very best. There is a Director of Education, a Director of Mathematics, a Chief Financial Officer, a Chief Operating Officer and an Estates Manager amongst our colleagues working across our schools making sure that leaders are able to focus on behaviour, teaching, learning, assessment and the curriculum in their

schools and are supported to do so. We therefore expect great things: very good outcomes, educators that teach properly, without tricks or shortcuts that have to be undone, a coherent curriculum that means that every pupil is entitled to be inducted into the joys of academic study and can join the community of educated citizens, and a great professional development programme for our teachers. We also expect you to work hard and muck in where things need to be done.

Please get in touch with Elizabeth English, Principal Designate, for more information and for further discussion, via Sophie Heron on sheron@advantageschools.co.uk.

“THERE IS A SUPPORTIVE CULTURE HERE UNLIKE ANYWHERE I HAVE WORKED BEFORE. TEACHERS ARE RESPECTED AS SUBJECT SPECIALISTS AND THERE ARE CONSTANT OPPORTUNITIES FOR STAFF TO IMPROVE THEIR PROFESSIONAL PRACTICE.”

Teacher of Geography - Bedford Free School

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TO APPLY

Please fill in the application form alongside a letter addressed to Elizabeth English (of no more than two sides in length) illustrating how you meet the person specification for this role and what you bring to the establishment of a new school for this community.

The successful candidate will be subject to an enhanced Disclosure and Barring Service check and any other relevant employment checks.

To apply, please [click here](#)

FOR MORE INFORMATION

For more information about Houstone School, please view our webinar recordings which will provide you with further insight on our vision for Houstone School.

Please [CLICK HERE](#) to view the webinars.

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ADVANTAGE SCHOOLS

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