



FEARNHILL
SCHOOL

Candidate Information Pack





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Thank you very much for your interest in applying for a position at Fearnhill School. We hope that the information enclosed will encourage you to apply to join our dedicated team of staff and helps you to appreciate what makes Fearnhill School a special place to work and learn.

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Welcome from the Headteacher



Thank you for your interest in working at Fearnhill School.

We pride ourselves on being a small, happy community - the Fearnhill Family. At our school every student is safe, supported and cared for, and we work tirelessly to ensure that everyone who walks through our doors feels like they belong.

Strong relationships are at the heart of everything we do. By creating a supportive and nurturing environment, we help our students to achieve their full potential. We have high expectations for behaviour and academic ambitions for every pupil and our track record of achievement is a testament to our commitment to excellence.

High quality teaching is our priority in every lesson, and we are proud to have knowledgeable teachers who are dedicated to helping our students succeed. The school is judged to be 'Good' in all categories by Ofsted. Our exam results are also testament to our commitment to excellence, with our students making better progress than in most schools at GCSE. In our sixth form, our results are equally impressive, with 66% of all A levels graded A*-B.

Every student is unique with different interests, skills and talents; we build on these and support them to achieve and find a pathway onto higher education, training or employment. We care about developing character. It is our aim that every student embodies the values of the Fearnhill Student: someone who is kind, confident, resilient and self-aware.

I am delighted to welcome you to Fearnhill, where we strive to create an environment that fosters a love of learning, encourages self-discovery and supports every student in achieving their full potential.

I hope that you find the following information useful. If you wish to visit our school or make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely

Mr Tim Spencer
Headteacher



Vision & Leadership

Ethos & Values

The educational vision at Fearnhill is rooted in the belief that ability is not fixed from birth and everyone can learn and progress more than they believe possible. We place a strong emphasis on building our students' belief in themselves and their potential. The way this vision is made a reality is through our focus on high expectations for all, continual challenge in learning, a culture of aspiration and the celebration of success. This is made possible on a daily basis by strong, cooperative relationships and communication at all levels in the school. We are a community where everyone is valued for what they can bring and accepted for who they are. We aim to educate the whole person, hence our emphasis on involvement in extracurricular activities as an expectation for every student, to help build the personal qualities and attributes that lead to success in adult life, alongside high academic standards. This vision helps us to grow 'The Fearnhill Student' – a young person ready to take their place in a challenging and complex world because of their understanding of themselves and others.

Leadership Values



**FEARNHILL
SCHOOL**

Leadership Values at Fearnhill

*Leadership at
Fearnhill has an
ongoing positive
impact on every
member of the school
community*



HOPE

Every student faces unique challenges and barriers they must overcome to be successful. At Fearnhill, leaders bring hope to others, demonstrating that improvement and success are always possible.

GRACE

All of us make mistakes and have benefitted from being given a second chance. At Fearnhill, leaders show grace by choosing to think the best of others, demonstrating patience and resisting apportioning blame.

APPROACHABILITY

For every member of the school community to feel safe and valued, they need to have confidence that they can talk to leaders. At Fearnhill, leaders are consistently friendly and available to speak to students and staff alike.

AMBITION

We are unapologetic in wanting the best future for every student we teach. At Fearnhill, leaders do not allow low standards or low expectations to prevent any student from achieving their best.

DIVERSITY

The school community reflects the diversity of the wider community. At Fearnhill, leaders value diversity of thought and experience and seek out opportunities to include all members of the community in school life.

UNITY

Effective implementation of school policies is dependent on the support of every member of staff. At Fearnhill, leaders consistently and deliberately embody a united front to the wider school community.

KNOWLEDGE

Knowledge is power. At Fearnhill, leaders are learners who deliberately build domain-specific knowledge and gather data effectively so that they make well-informed and wise decisions.

COMMITMENT

School improvement is hard work and takes time. At Fearnhill, leaders share an unwavering commitment to improving the life chances of every student, every day.

ATTENTIVENESS

Schools are mini ecosystems that are constantly evolving. At Fearnhill, leaders take time to listen to others and pay close attention to the school environment, always considering how the school can be improved further.

SERVICE

Visible and supportive leaders are a reassuring presence for staff and students. At Fearnhill, leaders are committed to the good of others, recognising our responsibility to serve the whole school community.

Growing Excellence Every Day



About Fearnhill School

The Fearnhill Family

We are a small secondary school - four form entry, with a total roll of over 600 students. We pride ourselves on being an inclusive, happy community – the Fearnhill Family. High quality teaching is our priority in every lesson, and we are proud to have knowledgeable teachers who are dedicated to helping our students succeed. Fearnhill is a great place to work because we value every member of the school community. The relationships that exist between students and staff are strong and the school is typically a happy environment. Join us and become a part of the Fearnhill Family.

Location

We are located on the outskirts of the picturesque town of Letchworth Garden City, just 30 minutes from London, and a five minute drive from the town centre. The town has with a varied and interesting history, represented in the names of our four houses. The school occupies purpose built buildings on a splendid hilltop site, in over 30 acres of land, with a beautiful view of the Hertfordshire countryside from the staff room. The buildings are designed to integrate the academic and pastoral aspects of school life and to place together subject areas that have interests in common. This has led to the development of a faculty structure that facilitates curriculum development.

Workload

We care about reducing teacher workload so that teachers have time for a life outside of work. For example, we have no written marking, no written reports, fewer data cycles, no formal lesson observations, no appraisal targets and centralised detentions to ensure teachers' time is not wasted.

Career Development

As a learning community, we prioritise high quality professional development for everyone working at the school. We take pride in our shared knowledge and understanding of teaching and learning and support our staff to develop their expertise and grow in confidence as professionals. We work closely with the North Herts Teaching Alliance and other providers, and all staff work within our appraisal system to ensure they are supported and given the right tools to succeed. Do get in touch if you would like to learn more about how we support all staff to succeed in our friendly and supportive community.

Staff

At Fearnhill we know that great teachers make all the difference. We are committed to creating the best working conditions for our teachers so that they love their work and, as a result, have a positive impact on all our students. We pride ourselves on Fearnhill being a happy place to work and we value all staff members and the contributions they make.



About Fearnhill School

Employee Benefits

Fearnhill offers the following benefits to staff:

- A salary that is aligned to the school teachers' pay scales.
- Local Government Pension Scheme
- Regular training sessions
- A friendly, community environment.
- A commitment to supporting healthy staff workload and wellbeing, with twice yearly staff parties as well as wellbeing events and complimentary lunch on inset days.
- Access to free parking on site.
- Access to staffroom with superb views of the Hertfordshire countryside.

Academic Success

As a school we exist to develop successful Fearnhill Students by removing barriers to progress, ensuring high achievement for all. Our exam results are also testament to our commitment to excellence, with our students making better progress than in most schools at GCSE. In our sixth form, our results are equally impressive, with 66% of all A levels graded A*-B. In a recent study, where progress 8 was adjusted to account for demographic profiles, Fearnhill was placed top in Hertfordshire, with a Contextual Value Added Progress 8: +0.31. As a result of our successes, Fearnhill is now oversubscribed for year 7 admissions and the number of students on roll at Fearnhill continues to rise. This is testament to the hard work of our staff and students, of whom we are very proud. You can find out more about our exam results here: [Schools Like Yours and Performance Tables](#)

KS4 Progress 2024

103 matched pupils

Contextual Value Added
Progress 8 (Overall)

+0.31  



Significantly above the
national average (0)

Behaviour

We recognise that poor behaviour makes teaching an unpleasant experience and prevents students from learning. We have high expectations of our students and effectively hold them to account when their behaviour falls below these standards. It is our aim that every student embodies the values of the Fearnhill Student: someone who is kind, confident, resilient and self-aware. We have recently undertaken a comprehensive review our school's behaviour policy. The new policy, which came into effect in January 2025, sets clear boundaries for students with a tiered consequence system laid out. The new policy has been presented to all staff and students and aims to create a positive culture that promotes excellent behaviour, ensuring that pupils have the opportunity to learn, and staff to teach, in a calm, safe and supportive environment.

Ofsted

Fearnhill is rated Good by Ofsted, with the school being judged to be 'Good' in all categories in our most recent assessment in September 2022.

"Pupils benefit from the high expectations that leaders have for what they can achieve. (They) are engaged in their lessons and learn effective strategies for remembering new information. This helps them to achieve well."

You can read our full Ofsted report here: <https://files.ofsted.gov.uk/v1/file/50199435>



Why Join Our Team?

Do you want to make a real difference in education? At Fearnhill our teachers are committed to inspiring a love of learning, fostering critical thinking and empowering students to become lifelong learners. As a school we prioritise our teachers' professional development to ensure that we have the best team of subject specialists in front of our students every day. We're looking for dedicated, knowledgeable teachers to join our Fearnhill family. If that sounds like you, please apply via the application forms linked at the end of this document.

What's it like to work at Fearnhill?



"I have been at Fearnhill both as a student and (for the last 9 years) a teacher. The reason I kept coming back and have stayed is because of the unique friendly feel of the school and wider environment. Other schools don't come close. Our students are kind and keen, which makes serving them and our community a pleasure."

Michael Turner, Teacher and Head of KS3



"I have been at Fearnhill for over 20 years, I really enjoy working here. The staff and students are amazing, working together to create an incredible environment to allow students to learn and grow. I support in Maths, Business and Computing lessons. It's wonderful to see students learn new skills and grasp concepts they previously struggled with."

Tracey Nicholls, Inclusion Leader



"I began working at Fearnhill part-time a number of years ago, following the birth of my son. Even then, I remember the community feel of the school and this was one of the reasons I was keen to return to the school in 2018. I have worked at a number of local schools and, for me, Fearnhill is a very appealing place to work. I enjoy the 'family' feel of the school and the way both staff and students show that they are proud to be members of Fearnhill School."

Sonja Nunneley, Deputy Headteacher.



How To Apply

We welcome visits to the School, please contact the Head's PA, Nikki Warren, nikki.warren10@fearnhill.herts.sch.uk to arrange a visit.

To apply for a vacancy at Fearnhill, please complete our Teaching Staff or Support Staff Application Form and Person Specification Form. The application form can be downloaded below or from our website: <https://fearnhill.herts.sch.uk/staff-vacancies/>

APPLICATION FORMS

[Teaching Staff Application Form](#)

[Support Staff Application Form](#)

Please send completed application forms to Nikki Warren, nikki.warren10@fearnhill.herts.sch.uk

Safeguarding

Fearnhill School is committed to recruiting with care and safeguarding the welfare of children and young people; we expect all staff and volunteers to share this commitment. All posts are subject to an Enhanced Disclosure application to the Disclosure and Barring Service and check against the ISA barred list for children, plus verification of the right to work in the UK.