

HAMMERSMITH

Academy



STAFF PROSPECTUS

MAKING A DIFFERENCE TODAY

WELCOME



INVESTORS IN PEOPLE®
We invest in people Silver

Hammersmith Academy is a vibrant community, not just as a school but as a place of employment that puts staff development and career progression at the forefront.

In our 12 years, the Academy, has built a reputation for academic excellence and as a provider of the best opportunities for young people. This has only been possible because of our dedicated staff, both teaching and support.

We consider a positive working environment, supported by officially recognised standards as a basic requirement. This is why we are accredited by Investors in People, it guarantees that we do exactly what we say we do. Not only that, we have gone the extra mile to achieve the Investors in People Health and Wellbeing Award; it is our commitment to a healthy environment and your wellbeing.

We recognise that every staff member who joins the Academy has something important to contribute. Whether they are an early careers teacher, a highly skilled administrator or a teacher with decades of experience, they bring with them unique ideas, skills and connections.

Our teaching and pastoral practices reflect the ever-changing challenges that students face. We have a robust CPD programme for all staff, which includes the very latest innovations in pedagogy and how best to deliver those principles in the classroom. Our staff never stop developing.

Staff are able to deliver the highest levels of teaching and student development because they are supported by the very best facilities and a vigorous funding programme. This is clear to see from the moment anyone walks through the gates.

The teaching profession is as challenging as it is rewarding. We know that not every day will be stress free, by recognising what these challenges are, we are able to tackle and improve the working environment

for our staff. We have a governing committee dedicated to dealing with these very issues. Staff are given more INSET days here than in most schools which enables them to be fully prepared for the terms ahead.

The workplace community plays a crucial role in creating a positive working environment. We actively encourage staff to meet on a social basis within the school during the working week and provide a free breakfast every Friday to ensure staff have a protected time to do so. New staff are assigned a 'buddy' who helps them to settle in quickly and guides them through their first few weeks. There are also staff socials at key times of the year which build camaraderie and teamwork.

We provide staff benefits to help ease time and financial pressures. A daily hot lunch and unlimited hot drinks are provided to all staff. There are interest free travel and equipment loans available, as well as a free gym.

We have a strong commitment and vision for staff wellbeing with many opportunities, activities and events throughout the year. Our vision for wellbeing in the workplace is:

'To create a caring school community promoting staff wellbeing through a whole-school approach characterised by caring and supportive relationships amongst school members; school members being meaningfully engaged in the school community; and addressing and supporting the health and wellbeing of all school members within a safe environment that celebrates achievements.' ■

Gary Kynaston, Headteacher

THIS IS HAMMERSMITH ACADEMY



Hammersmith Academy is a non-denominational, all ability, co-educational secondary school for 11-18 year olds.

The Academy is supported by two lively companies, The Mercers' and the Information Technologists, who provide unique opportunities within business and IT industries, as well as funding and support.

Our mission is to inspire pride and confidence in our students to achieve their full potential. We strive to create a stimulating and enriching learning environment where high expectations and challenge prepare students to succeed through hard work and determination.

Central to the Academy's ethos is that every student, regardless of background, can succeed when given the right academic support and access to opportunities beyond

the classroom. Students have a real sense of the values required for success and to become the best versions of themselves and as citizens.

Our curriculum equips our students for the modern, digital workplace and a global society.

We have a firm but fair approach towards discipline which ensures that the Academy is a happy and safe community for all.

The Academy believes that positive rewards through praise postcards, subject tokens and a merit point system, rather than punitive sanctions, provide the motivation to succeed. However, any misbehaviour is dealt with swiftly and effectively.

Hammersmith Academy has spent the past 12 years making its mark, developing a school the community can be proud of. ■

“ ‘Staff said that they appreciate the support of senior leaders, and the way in which leaders consider staff workload in the decisions they make.’

Ofsted, 2022

WHAT WE ACHIEVE



The Academy has achieved impressive GCSE and A Level & BTEC results since opening in September 2011.

In addition, the Academy's Sixth Form achieves an exceptional number of university applications and conversions, in particular Oxbridge and Russell Group universities.

Results consistently exceed national averages and are particularly impressive given that the Academy has a fairbanded admission policy. This means that an equal number of students from each ability band is admitted for each Year Group.

Furthermore, the percentage of students taking the English Baccalaureate far exceeds the national average.

Opportunity provision is an area the Academy excels in, with employer engagement for all year groups led by an experienced, in-house Careers Department. ■

GCSE Key Statistics

- 80% of all grades awarded were between 9-4
- 74% of students attained a 9-5 grade in English
- 30% of all grades awarded between 9-7
- 61% of students attained a 9-5 grade in Maths
- 73% of students entered into the English Baccalaureate, twice as many as the national average

A Level Key Statistics

- Students achieved Oxford and Cambridge University places
- 43% of all grades awarded were A*-B
- 72% of all grades were awarded A*-C
- A quarter of all students exceeded their target grades in all subjects

THE FACILITIES



The Academy opened in 2011 in a purpose-built school building, featuring state-of-the-art facilities to support the very best provision of education in every faculty.

Some of the standout facilities far exceed the expectations of most schools, such as the Media Recording Studios, Radio Room and Apple Mac Studio.

It is rare to find an inner London school that has its own garden space; the students have created a

multi-award winning space complete with chickens! The Academy was crowned RHS School Gardening Team of the Year in 2017, Cultivation Street's School Garden Winner 2019,

Sustainable School of the Year 2021 and Mayor of London's Climate Kick-start Prize 2021.

You will have access to the Academy site beyond operational hours and encouraged to use the free gym and MUGA.

Such is the quality of our facilities that they are in demand by local community groups and individual businesses; being available to hire through School Space, a facility lettings management company. ■

Facilities

- **Sports Facilities** - Gym/ Fitness Suite, Full size Sports Hall, Multi-Use Games Area. Access to Linford Christie Stadium and King's House Sports Ground.
- **Media** – TV and Recording Studios, Radio Room, Editing Suite, Apple Mac Studio.
- **Performing Arts** - Theatre with full AV tech and Drama Studio, Dance Studio, Music Rooms and Editing Suite.
- **Expressive Arts** - Two large fully equipped Art Rooms.
- **Design Technology** - workshops fitted with industry standard equipment, including 3D printer and laser cutter.
- **Classrooms** - All classrooms are fully equipped with a full suite of IT equipment and interactive whiteboard.
- **Garden** - A large garden with two greenhouses, chicken coop and guinea pig house.

WELLBEING & BENEFITS



Schools are only as good as the staff they hire and they in turn are at their best when their wellbeing is prioritised.

Here at Hammersmith Academy, wellbeing is led by the Staffing and Wellbeing Committee which meets formally every term and is headed by a school governor. The committee consults regularly with staff through workshops and drop-in sessions.

We understand that time is a precious resource for you, not just during working hours but also outside of them. One of the major time and money saving benefits the Academy provides is a free porridge breakfast and hot lunch for you, every day. There are also free hot drinks options for you throughout the day.

Time spent with colleagues is important in developing positive working relationships. Therefore, we offer you a free breakfast every Friday where you can sit together with colleagues and socialise.

Administration and lesson preparation is a crucial, yet time consuming part of teaching. We recognise that a lack of available time is a sector wide issue. To help you manage your time and workload, we set aside a greater number of INSET days than most schools. Staff find the two extra days of INSET at the end of the academic year particularly useful, giving time to prepare for the new academic year prior to your return in September and leaving you free time to enjoy in the summer.

In this sector, burnout is a common complaint. During the longest term of the year, the Academy sets aside two weeks of half term to foster staff wellbeing and happiness.

These are just some of the ways in which we create and foster a positive working environment. We recognise that this is an ongoing process and we continually consult staff throughout the academic year. ■

STAFF BENEFITS

- **Interest Free Loan** of up to £2000 - for IT equipment
- **Employer Pension Contribution** – teachers pension scheme (Teachers); Local Government Pension scheme (Support staff)
- **Cycle to Work Scheme**
- **Season Ticket Loan** – employees are entitled to apply for an annual, interest free season ticket loan for travel or apply for a bike loan
- **Support Staff Continuous Service Award**
- **Free Health and Fitness** – full access to the Academy's fantastic gym and fitness facilities
- **Free Lunch and Hot Drinks** – for staff who dine with students
- **Free Breakfast** – porridge available daily and pastry on Fridays and free full English breakfast on INSET days
- **A Commitment to Wellbeing** – free flu vaccinations offered annually, INSET in July to plan for September so that you can enjoy your summer, a two week half term during the Autumn Term and more.
- **LBHF Parking Permit Scheme** - subsidised parking in the local area
- **Medigold Health Protect** - our mental health and wellbeing support service
- **National College Membership**
- **CPD** - in addition to whole school CPD, a separate CPD budget of £300 available to staff when agreed by Department Head and CPD Manager

BUDDY PROGRAMME



The Academy is committed to ensuring that every member of our staff gets off to the best possible start in their career with us. We believe a strong foundation is key to long-term success and satisfaction.

From day one of you joining us, you will be linked with an established colleague as part of our Buddy Programme.

Your buddy is there to welcome you to the Academy and settle in to our community, helping you to understand the culture, point you in the right direction to find information and sign post you around the Academy. ■

Buddy Programme

- **A Faster Transition**
Having a buddy at work can significantly accelerate the process of settling into a new role. New starters will quickly feel at home within their department and the broader Academy.
- **Support and Guidance**
Our buddies are not just colleagues but supportive contacts who are genuinely interested in helping new starters feel comfortable and supported. They provide a friendly face and an informal source of information about the Academy.
- **Cultural Integration**
Buddies play a crucial role in helping new staff understand and embrace the Academy's culture and objectives. This ensures that our values and mission are upheld and promoted across all departments.
- **Improved Staff Retention**
By fostering a supportive and inclusive environment, the Buddy Programme contributes to improved staff retention, helping the Academy maintain a dedicated and motivated workforce.
- **Networking and Resources**
Buddies introduce new staff to key personnel, different departments, and essential resources, ensuring that they have everything they need to succeed.

STAFF STORIES



Lauren Ferrell

Head of Technical Arts Faculty

What I really enjoy here are the strong relationships you build with students and their parents. Education is very much about the trust parents and students have in teachers and the best results are where we all work together to achieve the best possible results.

The relationships staff have here with each other is so positive. Staff genuinely want each other to do well and are in an environment where pedagogy is a real passion. All employees are encouraged to seek out a wide range of CPD in order to develop their future careers.



Carolina Martinez Franco

Higher Level Teaching Assistant

I initially applied for a receptionist role here, but it wasn't meant to be. Whilst working at another school, I received a call from Hammersmith Academy informing me that there was a teaching assistant role available. At first I had mixed feelings but thought why not come in and discuss it. I was impressed that the Academy kept my CV and thought to call me.

I had some very difficult personal circumstances but the Academy supported me all the way through it, even adjusting my hours on a temporary basis. During this period, I accepted an administrative role with less hours elsewhere and left the Academy. It was a huge mistake! I instantly regretted leaving. I missed the organised structure of the Academy and the supportive colleagues. I took the risk of contacting the Academy to return and I am over the moon to be part of the team once more.



Ewan Barlow

Teacher of PE

I have thoroughly enjoyed my experiences at Hammersmith Academy. From day one, the students and staff have been incredibly welcoming, fostering a supportive and inclusive atmosphere where everyone is encouraged to succeed. The Academy's core values and ambition resonate deeply with my own personal ethos, making it easy to feel connected and invested in the school community. This shared commitment to growth and well-being creates a strong sense of belonging, making Hammersmith Academy a safe and inspiring environment for both students and staff.



Krista Brooke

Receptionist

Having taken some time away from work, I felt ready to look for a new part-time position at a school with a strong sense of community. I found the interview process at Hammersmith Academy to be very thorough and the flexibility of a part time role made the position a good fit for me and my family. I was made to feel welcome by everyone who I met and the students who provided me with a tour were obviously proud of their school and passionate about what it had to offer (especially the chickens and guinea pigs!). I have felt very supported in my position and feel comfortable asking questions when I need help. I've enjoyed meeting new members of staff in the canteen during my break (with free hot meals) and feel that the students eating together with the staff fosters a sense of community and well-being. There seem to be many socialising and team building activities organised to help me get to know my fellow colleagues. It's been wonderful starting a new role at a school with a supportive team!

WHAT STAFF SAY!



We asked our staff what they love most about working here, their responses were overwhelmingly positive. From the vibrant and inclusive community to the opportunities for professional growth, our team consistently highlighted the Academy's supportive environment, collaborative culture, and shared passion for making a difference. Staff members also praised the strong leadership, the emphasis on wellbeing, and the ability to innovate in their roles. Together, we've built a workplace where talent thrives, and contributions are truly valued. ■

“ There is a strong sense of community among staff and students. ”

“ Staff members are encouraged to collaborate with others to generate ideas, for instance, during ECT and middle leadership programmes. ”

“ Everyone collaborates to support behaviour management, including in the corridors and during transitions. ”

“ Staff have opportunities to contribute to decision making within the Academy and their own department. ”

“ All staff are welcoming and supportive, particularly for newcomers. The buddy system helps new staff settle in, offering advice and support from experienced HA staff. ”

“ The Academy has a clear vision that is communicated to staff and students, ensuring clarity about its ambition. ”

“ Providing refreshments, breakfast, and lunch for staff creates a feeling of care despite the financial commitment required for the Academy to offer these to staff. ”

YOUR NEXT STEPS



What To Expect On Application

For any advertised role, complete the relevant application form (Subject Teacher/Support Staff), which includes a supporting statement, and a monitoring form. CVs alone will not be accepted.

Please send your completed application form by email to: hr@hammersmithacademy.org

The closing date will be clearly indicated and we will provide a timescale for interview.

Candidates may be invited for interview upon receipt of a completed Application Form prior to the closing date. Early application is therefore advised.

All applications will be initially acknowledged by email. If you have not heard further within two weeks of the closing date you may assume you have not been successful on this occasion.

Additional information about Hammersmith Academy can be found by going to our website: www.hammersmithacademy.org

Talent Pool

If there are no vacancies matching your experience, why not join our Talent Pool?

The Talent Pool is a CV database that we hold for future vacancies. We always appreciate talented and inspirational individuals with the appropriate skills, vision and desire to work at the Academy, where expectations are high and there is a strong focus on student achievement.

To sign up for our Talent Pool, please visit our website or email hr@hammersmithacademy.org who will advise on next steps.

Hammersmith Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Posts are subject to an enhanced disclosure from the Disclosure and Barring Service (DBS Check) and the receipt of two satisfactory references.

Hammersmith Academy is an Equal Opportunities employer and does not discriminate on grounds of gender, race, age, disability or marital status.

Please note that, as part of Hammersmith Academy's Green approach and our commitment to reducing the impact of vehicular access to the Academy on the local and global environment, there is very limited parking and all staff are therefore encouraged to travel to work by public transport.

WHERE WE ARE

The Academy actively encourages all visitors, staff and students to travel in a healthy and sustainable way. We work closely with our borough's sustainable travel team and have been awarded a TfL Stars Bronze Accreditation every year since opening.

Prior to Arrival

Prior to your visit, we ask that you provide your details to your contact at the Academy. Your information will be used for sign in and safeguarding purposes. Information includes:

- DBS
- Telephone number
- Email address

On Arrival

The Academy is a secure site. When you arrive at the gate you will need to press the bell for reception.

At reception, you will be asked to sign in and complete your photo sign in. ■

Public Transport

The Academy is easily accessible by public transport (TfL London Underground, Overground and buses).

The nearest public transport stations are:



Shepherd's Bush Station
Goldhawk Road Station



Shepherd's Bush Station



94, 237 Cathnor Road Stop
207, 260, 283, 607,
Adelaide Grove Stop

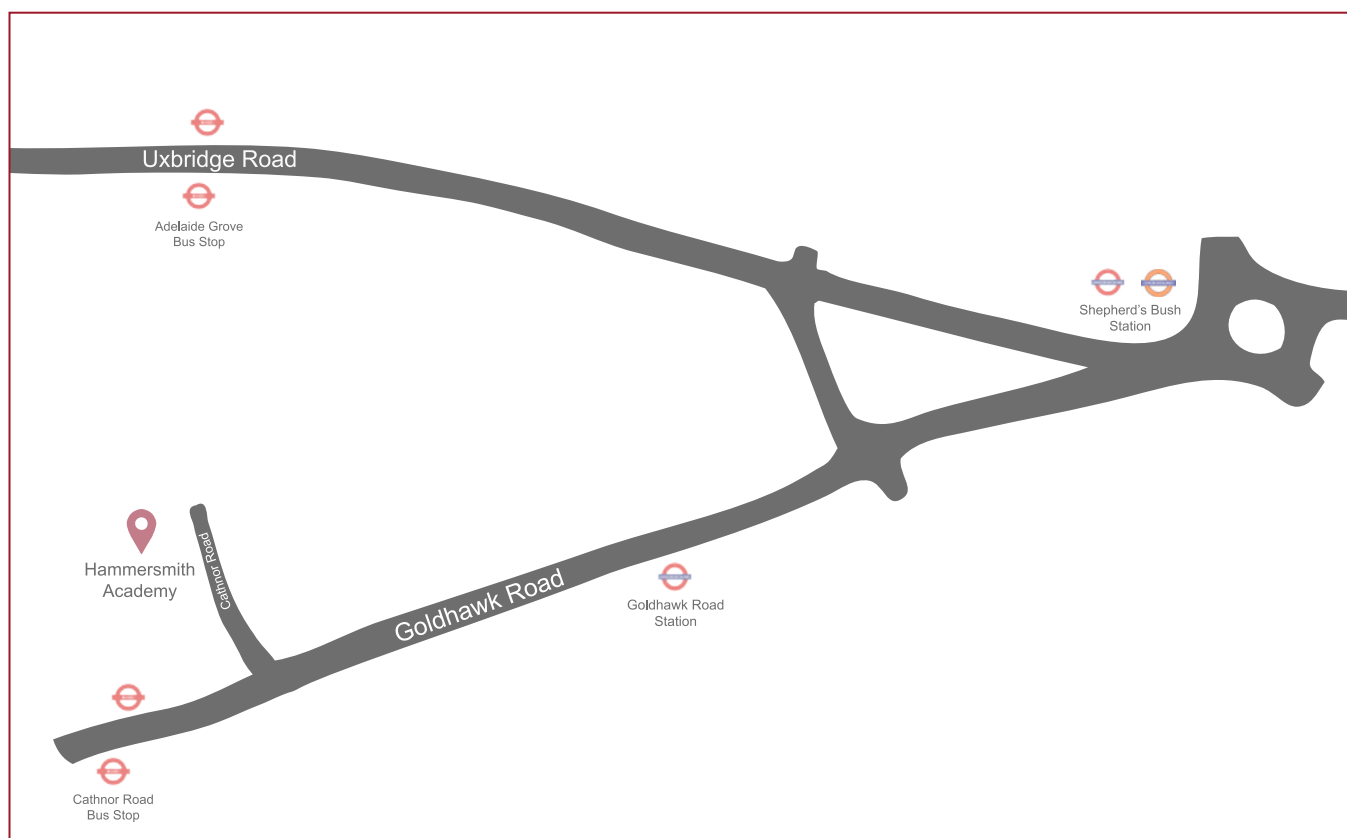
Car/Vehicles

There is restricted visitor parking on site and guests are advised to use paid parking bays on the surrounding area.

If you do require a parking space for your visit, please request this via the person who has invited you to attend.

Cycle

We have many cycle parking bays available for visitor use. Please let security know you would like to secure your bike and they can direct you to the cycle parking areas.



Hammersmith Academy

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W: hammersmithacademy.org

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on at HA every day!



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