

# Information for Applicants



Heckmondwike  
Grammar School

## Welcome to Heckmondwike Grammar School

**Ranked No 1 in the North of England – Sunday Times Parent Power Guide  
2025 Awards**

We are delighted to have been named “Secondary School of the Year”, in the North of England, for 2024 and 2025 in the Sunday Times Parent Power Guide. This is a measure of school performance for GCSE and A level outcomes.

# Our Ethos, Values & Aims

## Ethos

At Heckmondwike Grammar School our ethos for the whole school community is based on the school motto “Nil Sine Labore” – Nothing Without Work.

We expect a lot from our students and staff and recognise that hard work brings rewards.

## Values

The principal values of our school community are:

- **Respect**
- **Responsibility**
- **Excellence**

## Aims

Heckmondwike Grammar School has provided the best education for able students since 1898. As we embrace the opportunities and challenges of the 21st century, we will continue to uphold the traditions, values and high expectations of an exceptional grammar school within an innovative, creative and progressive framework.

At Heckmondwike Grammar School, we work together as a team to achieve academic excellence and personal potential by:

- Providing students and staff with every opportunity to flourish and develop their skills and talents as individuals.
- Providing academic rigour and nurturing ambition and aspiration in our students, such that they become the leaders of the future in high calibre careers, via top university education or direct employment.
- Celebrating diversity, by creating a vibrant, safe and happy school, with a strong sense of community, respect and responsibility to both ourselves and others.
- Challenging and stimulating the minds of our students through excellent teaching, diverse learning opportunities, and a rich, balanced, academic curriculum, such that students develop a life-long love of learning.
- Working hard and playing hard via an extensive extra-curricular programme based on the House system that enriches and extends the curriculum, encouraging students to explore and develop their personal interests and skills.
- Working in close partnership with parents and members of the wider community to provide the best possible education for our students.



# About Us

Heckmondwike Grammar School is a unique school, with students who are eager to learn, keen to know more and want to enjoy their educational experiences. It is exceptional in many ways: a very diverse school community that produces results of the highest quality. We work effectively with our young people, really care about them and their futures and have an ultimate success measure of enabling them to proceed to where they want to go. Excellent relationships between staff and students are the norm, expectations are high and students perform very well as a consequence.

At GCSE our students typically exceed government set target grades by more than 1 grade in each subject and we are ranked second nationally for state coeducational schools.

At A level, we rank in the top 20% of providers nationally for grades AAB or above and typically 3 times the national average of our students attend Oxbridge universities.

We are very proud of our academic heritage.



Misbehaviour is rare; and excellent relationships between staff and students are the norm: teachers are able to 'get on and teach'. Working here is still challenging, however, but in different ways: expectations are high and potential applicants will need to be able to operate effectively in a top performing environment. However, one of the principal joys of working at this school is our eloquent and motivated students. Consequently, outcomes are amongst the very best in the country, and this is the result of able cohorts being provided with high quality teaching that is supported by strong pastoral care for each student. The school is justifiably proud of the focus on academic attainment and knowledge of each individual that enables education to be tailored to every student's needs; but also prioritises the support it provides to enable any barriers to progress to be addressed. The focus is and will always remain teaching and learning in the classroom, with staff training and development being the main means of achieving this end.

The school is very popular and heavily oversubscribed, with well over 1500 students applying for entry into Year 7 each year, competing for one of 210 places. Post 16, we are similarly oversubscribed with around 800 applications for one of approximately 225 places in year 12. The majority of our year 11 students continue into the sixth form and are joined by a number of similarly aspirant students from across the region.

We work in partnership with an extensive group of schools, including the Northern Grammar School Alliance (NGSA), and have a significant reputation both locally and nationally. This means we offer our staff opportunities to be involved in professional development on a larger scale and see it as a sign of our high quality when members of our community are promoted to posts elsewhere, or progress internally. As a result, all staff feel very privileged to work here and to work with our young people.

If you feel you share our values and would like to be part of our vibrant school community we look forward to hearing from you and welcoming your application.

# Staff Benefits

Detailed below are some of the benefits that will be available to you when you join us.

	Details	How
<b>Pension</b>	<p>For Teaching colleagues we operate the Teachers' Pension Scheme.</p> <p>For Operational colleagues we operate the West Yorkshire Pension Fund.</p>	Automatically opted in to relevant pension scheme upon commencement of employment.
<b>Training and Development</b>	<p>Welcome Pack prepared with key information.</p> <p>We offer a new staff buddy system, where you will be paired with an existing member of staff from another Department.</p> <p>Regular professional development sessions are held for all colleagues, who undertake annual performance development reviews, to support any training needs.</p>	<p>Issued upon commencement of employment.</p> <p>Details circulated to all colleagues in advance.</p>
<b>Free On-Site Parking</b>	We have a large car park which allows us to offer free parking to all our colleagues.	Parking permit issued upon commencement of employment.
<b>Cycle to Work Scheme</b>	Should you wish to cycle to work we have a salary sacrifice scheme in place and we have cycle bays on site for you to use.	Details can be obtained from the Payroll/HR Team.

	Details	How
<b>Health and Wellbeing</b>	<p>We offer access to Sovereign Health Care membership. Get money back on your everyday health costs. Good All Round helps cover everyday health expenses, so paying for check-ups and treatment isn't as much of a worry.</p> <p>Free access to counselling and the Life Coach, all details will be treated in the strictest confidence.</p>	<p>Details can be obtained from the Payroll/HR Team.</p>
<b>Free Flu Vaccinations</b>	<p>The opportunity of benefiting from a free flu vaccination each year, which take place in school for your convenience.</p>	<p>Details circulated to all colleagues in advance.</p>
<b>Social Events</b>	<p>We hold a staff golf event each year, which is open to all colleagues and is intended to be a fun and competitive event, which is usually followed by a meal at a nearby restaurant.</p> <p>There are numerous ad-hoc social events throughout the year.</p>	

# Heckmondwike and Surrounding Areas

Heckmondwike is a town in the 'heavy woollen' district of West Yorkshire. The woollen mills have long since gone, replaced by various small industries and commercial activities. The town centre now offers a choice of services and shops to cater for all, including local independent stores and cafes, as well as a supermarket.

Heckmondwike is also well known for the annual display of illuminations. This tradition dates back the early 1860's, the first display being in 1868. It is believed that Blackpool took its inspiration for their world famous illuminations from Heckmondwike.

Heckmondwike is conveniently placed for access to the M1 and M62 and lies within 10 miles of Leeds, Bradford, Huddersfield and Halifax. Some of the most attractive countryside in Britain - the Yorkshire Dales - is a short distance away, whilst the Lakes, Peak District and North Yorkshire Moors are also easily accessible.



In Heckmondwike you will find Victorian terraced homes and good sized semi-detached or detached family homes.

The average price for property in Heckmondwike stood at £152,021 in December 2021. In terms of property types, flats in Heckmondwike sold for an average of £106,866 and terraced houses for £122,142. This is according to the current Zoopla estimates.



# Commuting Information

Heckmondwike Grammar School is ideally situated for access to all local towns including Heckmondwike, Dewsbury and Batley and is conveniently placed for access to the M1 and M62 and lies within 10 miles of Leeds, Bradford, Huddersfield and Halifax.

## Travelling by car

If you are travelling by car and using a SAT nav our address details for the main entrance to our site is:

Heckmondwike Grammar School  
High Street  
Heckmondwike  
West Yorkshire  
WF16 0AH

We have a staff car park on site, with free parking available.

## Travelling by rail

The nearest railway stations to Heckmondwike are:

- Dewsbury (1.9 miles)
- Batley (2.0 miles)
- Ravensthorpe (2.3 miles)
- Mirfield (3.9 miles)

You can download timetables and plan your journey on the National Rail Enquiries website.

## Travelling by bus

The Arriva services 229 and 268 call near to the school.

You can download timetables and plan your journey on the West Yorkshire Metro website.

## Travelling by bike

If you're thinking about cycling to the school, we have secure bike racks on site.



# Useful Information

## **We are unable to accept CV's**

As we are committed to the principles of Safer Recruitment, we are unfortunately unable to accept CV's as a form of application.

Please fill out our application form in full, ensuring you leave no blank spaces and have provided all the information requested.

Remember to include a supporting statement, providing full details of your qualifications and experience, detailing how you meet the essential criteria contained in the job specification.

Check through your completed application form before submitting.

## **Issues completing our application form**

In the event that you have any technical issues when either trying to download or complete, our application form, please email the HR Recruitment Team on [recruitment@heckgrammar.co.uk](mailto:recruitment@heckgrammar.co.uk) or call 01924 402202.

## **After submitting your application form**

You will receive an email confirming receipt of your application from [recruitment@heckgrammar.co.uk](mailto:recruitment@heckgrammar.co.uk)

## **Shortlisting**

After the closing date, all applications submitted for the relevant post are shared with the shortlisting panel to review and assess.

If you are shortlisted you should expect to receive an email to invite you for interview, confirming the date of the interview, and to request if you could reply to confirm your attendance. Further details will then be issued via email.

Where possible we aim to provide at least one week's notice of the interview date. However, there may be situations where this is not possible and an invite to interview may be at short notice.

## **Preparing for interview**

Our full invite to interview email will confirm all the details you need to prepare for your interview. This will include, the date, time and location and the format that will be used, for example if there will be tests or a presentation element to the process. If you need to prepare anything ahead of your interview, full details will be provided.

Please ensure you reply to our invite to interview to confirm your attendance, and advise of any special requirements you may have.

## After your interview

You will be contacted by phone and advised of the outcome of your final interview.

If successful you will be made a verbal conditional offer of employment over the phone. Upon your verbal acceptance of the post, you will receive by email a letter of confirmation of offer, advising the next steps to prepare for you joining us.

Thank you for your interest in working at Heckmondwike Grammar School and good luck with your application.

