



Hawthorn Primary School

Park Close, Elswick, Newcastle upon Tyne NE4 6SB
Telephone (0191) 2734237 Fax (0191) 2567580
e-mail admin@hawthorn.newcastle.sch.uk

16th May 2017

Dear Candidate

**Application pack for post of Headteacher at Hawthorn Primary School to start
1st January 2018 or as soon as possible.**

Thank you for your interest in this post. On the retirement of our Headteacher we are looking for a new leader for Hawthorn who is committed to the whole community and understands the importance of the school ethos of inclusion.

Hawthorn Primary School is an inner city school in the most deprived area of Newcastle. Standards historically were low at both Key Stages 1 & 2. However, due to the hard work of all staff, progress is being made and standards are rising steadily. We feel that this is set to continue.

We are a small school with a big heart and the welfare of the children and families is at the centre of everything we do. Staff are expected to work very hard but they are given a great deal of support and it is a very happy school. We have a completely inclusive philosophy with mutual respect at the core of all our work.

In 2015 Hawthorn joined with 6 other local primary schools to form the West End Schools' Trust. This is a development which is providing great opportunities for our children, their families as well as for staff development through curriculum support, moderation of assessments, sharing staff expertise.

We had a disappointing Ofsted in October 2016 where we were judged as Requiring Improvement with Good for Personal development, behaviour and welfare. Do read the Ofsted report to see the areas for improvement, all of which are being thoroughly addressed and improvements can be clearly seen.

Numbers in the school have consistently risen as our profile has been raised in the community and we are now full with a waiting list. We are proud of our partnership with parents, it has been hard work to win their trust and it is now our main priority to involve them in the raising of standards. Attendance was at the national average last year and we expect the same this year – a huge achievement.

In 2012, Hawthorn was chosen as the only North East "In Harmony" school in conjunction with the Sage Gateshead and the Royal Northern Sinfonia. This project for social change is funded jointly

by the DfE and the Arts Council and allows all our pupils to have total immersion in music and learn orchestral instruments while supporting the drive to raise standards across the school.

The decision to be involved was taken by the whole Governing Body, everyone concerned felt this project inspired by El Sistema in Venezuela is exactly what our school and community need. It gives a hope for the future for all the children, enhances concentration, learning and self-esteem and is being very carefully monitored by National Foundation for Educational Research (NFER). Significant organisational changes have had to be put in place; for example extending the school day and shortening lunchtimes, which ensures the childrens' curriculum entitlement is expanded. The BBC made a film about the school (The Geordie Symphony School) shown locally and nationally in 2015. You can see the film at <https://vimeo.com/151376753>

The children have individual or small group lessons in teaching time and ensemble groups. The children's self-esteem is growing daily and we have discovered some amazing musical talent. Our staff are totally committed to the project although most of them have no musical knowledge or skills so don't be put off if you are not a musician. It is a very exciting time to be at Hawthorn!

In order to ensure this project continues for years there is a significant fundraising programme in place. The new headteacher will not have to worry about the additional work required to make sure the In Harmony project continues to flourish as fundraising will be carried out by an external consultant for a year in the first instance.

The Governing Body is very committed to its role and works with the local community in mind at all times. It has supported all the changes made in the last few years including the development of a more creative and relevant curriculum. Ofsted insisted we had a Governance review and this has proved very beneficial as governors have become more involved and truly understand the strengths and weaknesses of the school and are able to challenge as well as support.

If you are interested in the post you are invited come and look around on either **Monday 22nd May 2017 afternoon or Tuesday 23rd May 2017 morning**, when I shall be available to show you round. Please contact the school 0191 2734237 to confirm your intention to visit.

Please return your application form to **Hawthorn Primary School by Friday 2nd June at 12.00**. Applications should be sent to me as the Chair of Governors. Paper applications can be sent to the school for my attention, or an electronic copy of your application can be forwarded to – admin@hawthorn.newcastle.sch.uk

We will shortlist the following week and those candidates chosen for interview will be informed by **Wednesday 7th June**. The interviews will take place all day on **Monday 12th and the afternoon of Thursday 15th June 2017** I take this opportunity to remind you that you need to complete **all** parts of the application form and the safe recruitment form.

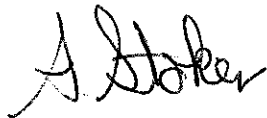
The safe recruitment form explains that a satisfactory Enhanced Certificate of Disclosure of Criminal Convictions is an essential requirement for this post. Please complete this and return it to me along with your application. You must disclose all previous convictions, cautions or bind-over; none of these may be considered "spent".

It is important that the school has information about whether or not you have any convictions, so that this can be discussed at interview. Failure to return the safe recruitment form (or in the case

of the successful candidate, failure to subsequently apply for a Certificate of Disclosure from the Disclosure & Barring Service) will unfortunately disqualify you from further consideration for this post.

Please note that disclosing criminal convictions will not necessarily prevent you being appointed. This information will be considered in light of its relevance to the post, as set out in the 'Code of Practice on the Disclosure of Criminal Convictions in Schools'.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'A Stoker', written in a cursive style.

Anne Stoker
Chair of Governors
Ashfield Nursery
97-101 Elswick Road
Newcastle Upon Tyne
NE4 6JR

