



Hawthorn Community Primary School Candidate Application Pack



Information Pack Contents

- Welcome from our Chair of Governors-pg. 3
- Letter from our Headteacher-pg.4
- Our Trust-Pathfinder Schools, pg.5
- Being a leader at Pathfinder Schools, pg.6
- Our Vision, Aims, and Values, pg. 7
- Our Ways of Working, pg. 8
- Our School, pg. 9
- Key Facts about Hawthorn Primary, pg. 10
- How we responded to the pandemic pg. 11
- Our new Headteacher pg. 12
- What it's like to work at Hawthorn Community Primary School pg.13
- Views of our pupils and parents, pg.14-15
- At the heart of Kettering, pg. 16
- How to apply, pg.17
- Further information, page 18



Welcome from our Chair of Governors

Dear Applicant

On behalf of the Hawthorn Community Primary School community I would like to thank you for downloading our Headteacher candidate pack and starting the journey to learn more about leading our school.

This vacancy poses an exceptional opportunity to join a school that has 126 years of heritage but has its eyes firmly on the future, as we strive to give the best possible educational environment for the children of Hawthorn School to develop in and our colleagues to work in. We hope you enjoy reading this pack and it provides insight into the type of Headteacher we are looking to appoint.

Whilst we are all very sad to see our Headteacher retire, we are excited about the next steps in our journey joined by a new Headteacher who will be an inspirational leader and outstanding practitioner, passionate about our pupils, colleagues and communities. They will demonstrate drive and commitment in continuing to lead the school on its accelerated journey of improvement, whilst maintaining collaboration across the whole school community.

The Governors at Hawthorn are extremely proud of our school and recognise that recruiting the right person to shape and share our vision and ethos is a key part in working with the Pathfinders Schools Multi Academy Trust to continue on its path to being a good/outstanding school. Through the cultivating features of Teamwork, Community, Respect, Thoughtfulness, Resilience and Creativity, we have created an environment, where our learners are inspired and enthused to learn.

We are committed to offering a broad and balanced curriculum infused with these values and providing the highest quality of education through inspirational Teaching and Learning, thereby enabling every pupil to excel and fulfil their potential.

We look forward to receiving your application.

J Brookes

Jackie Brookes
Chair of Governors
Hawthorn Community Primary School



Letter from our Headteacher

Dear Applicant

I joined Hawthorn Community Primary School as a class teacher in January 1991 and since that time I have experienced so many highlights and my heart is full of very special memories; Hawthorn has worked its way into my DNA and I leave with a heavy heart. Having devoted the last 30 years to the school, I feel that I should now focus on my health, spend some quality time with my family and hopefully visit some of the places I have always dreamed of.

I have thoroughly enjoyed my time as Headteacher at Hawthorn. It has been a privilege to lead such a wonderful school and I am incredibly proud of my time here and consider myself very fortunate and honoured to have worked with some amazing students and talented staff and governors. I can say with complete honesty that Hawthorn children are something very special.

There are not many Headteachers who have the experience of having a staff that they love working with. All members of the Hawthorn team work extremely hard to give the best they can to our pupils. They make it a joy to come into work each day and I will miss this extended family.

There are a great many people who will support our new Headteacher to steer the school community through the next phase of its journey and I have the utmost confidence that the school will continue to thrive.

If this is an environment you would like to continue to nurture and help to go from strength to strength then please consider applying for this special role.

Julie Clubley
Retiring Headteacher



Our Trust-Pathfinder Schools



Hawthorn Community Primary School were delighted to join Pathfinder Schools Multi Academy Trust in April 2019 and is now an established part of the team. Pathfinder Schools is made up of a supportive Central Team and nine Schools, including Primary, Infant and Junior Schools and a large secondary Academy.

At the heart of every Pathfinder School is the belief that life is about more than success; it's about greatness. The secret to finding this greatness lies in our everyday actions that make life more fulfilling and more rewarding for us and those around us. Our values of collaboration, humanity, and independence drive our decision making and plans for the future. Hawthorn Community Primary School is passionate about this approach and enjoys the benefits of being part of Pathfinder Schools.

Commitment to collaboration is at the heart of Pathfinder Schools; colleagues at all levels across the Trust work together to learn from and support each other, we have a number of curriculum groups and committees that meet regularly. Whilst collaboration is important the Trust also recognises the importance of enabling its schools to be proud of and maintain their own identity, ethos and values.



Being a leader at Pathfinder Schools



Heads at Pathfinder Schools work closely, meeting on a fortnightly basis to provide peer support, share ideas and take part in exceptional CPD which enables them to continually develop and provide the best outcomes for their schools and experience for their staff. With support from an experienced Trust Central Team Pathfinder Schools Heads have the support they need to lead their school whilst maintaining a healthy work life balance.

Pathfinder Schools is authentic about its value of collaboration and key decisions which affect our schools are made together with school consultation and feedback at the heart of the Trust.





Our Vision, Aims, and Values

Hawthorn Community Primary School cultivates the futures of our children by providing them with the skills needed for their role in the wider world. We recognise, celebrate and nurture the strengths and talents of all members of our school community.

Aims and Values

We inspire children to express their **CREATIVITY** in all areas of learning and in their wider school experiences.

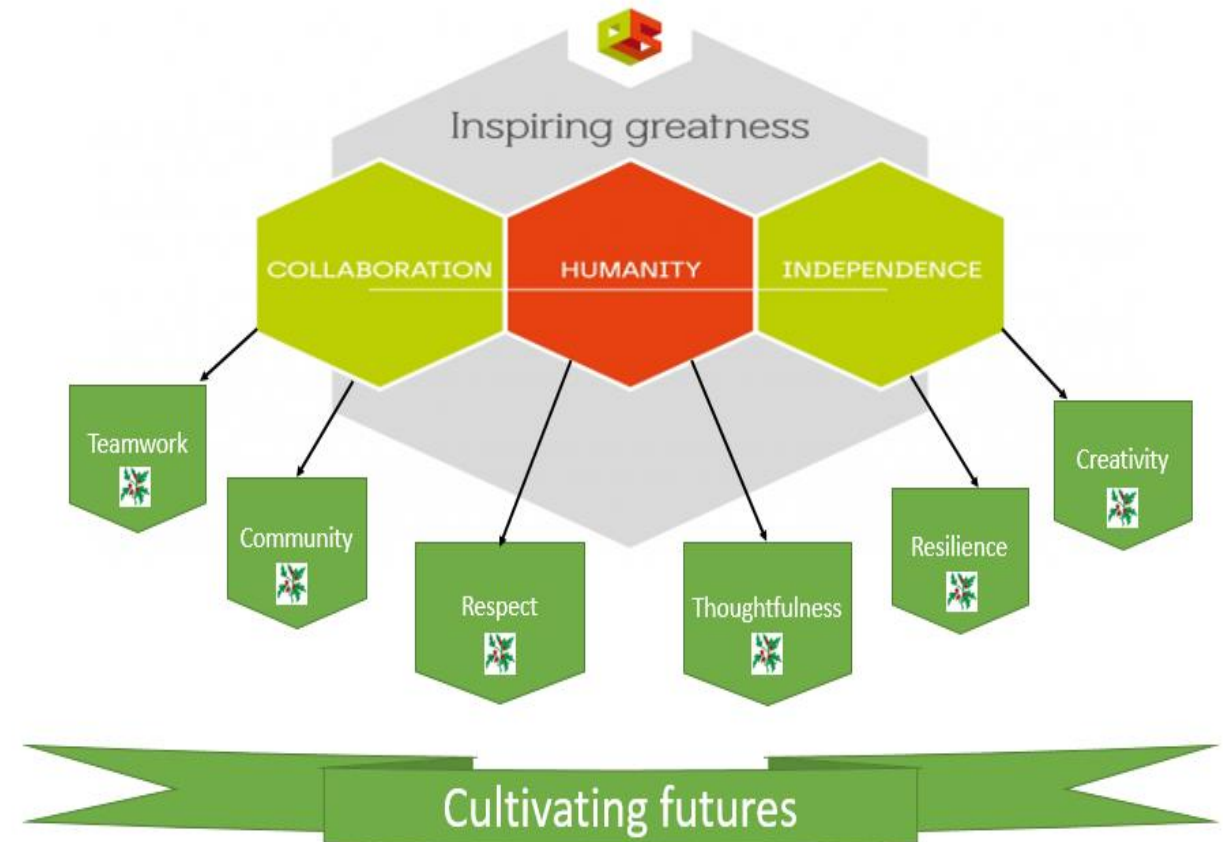
We develop children's **RESILIENCE** in challenges that they may face.

RESPECT underpins every aspect of our school life and beyond.

We promote **THOUGHTFULNESS** in all that we do.

Encouraging **TEAMWORK** enables our children to become well-rounded citizens in preparation for their future lives.

We empower our children to have a greater understanding of their role in class, school and wider **COMMUNITY**.



Our ways of working



We have simplified our school rules so that our children can easily understand what is expected of them:

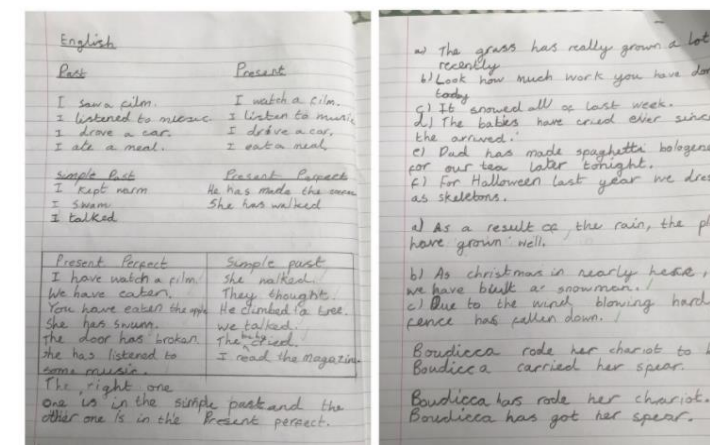
Be SAFE - Be READY - Be RESPECTFUL

At Hawthorn Community Primary School we look to reward not just excellent work, but also good behaviour, effort and a willingness to try. We do this in both traditional and contemporary ways.



We use Class Dojo, children are rewarded with Dojo points for good work and effort as well as being good citizens across the school. It allows us to use technology to reward our pupils but also to engage in two way communication with parents and carers. This is an excellent way of showcasing work completed both in school and at home.

We celebrate children's achievement by awarding WOW certificates for outstanding pieces of work which are acknowledged on our weekly newsletter to families. We also encourage children to share their out of school achievements during weekly assemblies.



Our School



Hawthorn Community Primary School was rated as Requires Improvement when visited by Ofsted in 2017, whilst we had work to do Ofsted recognised our strong leadership and the progress already being made. Since then we have acquired academy status and all staff have worked collaboratively with the other schools in the academy trust and the Central Team to continue to make positive changes, which we fully expect to be recognised at our next visit from Ofsted.

Our school is active in the local community, enjoys well attended , parent organised summer and Christmas fairs, as well as traditional activities, including Spring celebrations, Mayday and Mid-Summer Dancing, Harvest Festival, Diwali and Christmas events. We are part of the Kettering Schools Sports Partnership and have taken part in a whole host of sporting events both with KSSP and the other trust schools and we have weekly RockSteady lessons for our budding rock bands.

To learn more about our school click on the [link](#) to watch our welcome video, you can also follow us on Twitter on @HawthornSch



Key facts about Hawthorn Primary

Number on roll	292 (April 2021)
Current year group sizes	Reception – 36 Year 1 – 40 Year 2 - 39 Year 3 – 44 Year 4 – 40 Year 5 – 46 Year 6 – 47
Children on SEN register	17 %
Children eligible for pupil premium	14.7%
Children who are EAL	13.7%
Attendance	96%
Last OFSTED inspection	Requires improvement , March 2017
EYF5 2018-19	68% GLD
KS1 attainment results 2018-19	Reading 66 % Writing 74% Maths 74 %
KS2 attainment results 2018-19	Reading 82% Writing 84% Maths 89%
Phonics screening check December 2020	89%
Total income for 2020-21	Circa £913,000
Total expenditure 2020-21	Circa £900,000
Total staff costs	Circa £726,000
Staff costs as a proportion of total expenses	81%
FTE Teaching	8
FTE Support	11.7
Total staff	19.7 FTE (32 people)

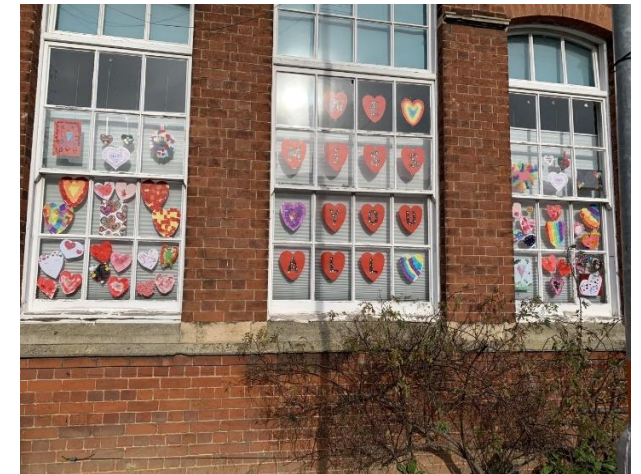


How we responded to the pandemic



As a school we are very proud of every member of our school community and the way they approached the changes required during the COVID-19 pandemic. We have evolved to offer:

- **Remote Learning** – all children were given a Microsoft Teams login so they could access live sessions with teachers and classmates.
- **Class Dojo** – all children were given a Class Dojo login which allowed instant two way communication between parent/carer and teacher, with work done at home submitted via photographs for review.
- **Provision for all** – children self isolating were provided with online learning packs to help enable them to continue learning and families were contacted where necessary to offer support.
- **Adaptability** – staff adapted their teaching styles to include daily stream lessons to provide a range of learning opportunities for both children at home and in school.
- **Community** – we displayed children's work at school even when the majority were at home, placed messages in our windows and maintained weekly newsletters so everybody remained connected.



Our new Headteacher

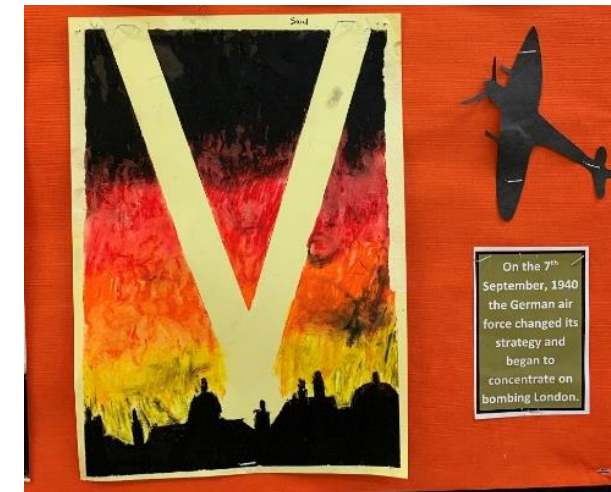
Our new Headteacher will be a talented and aspirational leader committed to providing our staff and pupils with the support and motivation to achieve their very best.

When we asked our staff what they would like to see in their new Headteacher they told us they would like to see the following attributes:

- Driven but realistic
- Courageous but calm
- Confident but inspiring
- Focused but creative, and passionate
- Ambitious but nurturing and kind
- Goal orientated but able to see us as individuals
- Decisive yet able to listen and communicate
- Consistent but flexible
- Invested in staff wellbeing and development



Roman mosaics, Year 3 & 4



Blitz: , Year 5 & 6

What it's like to work at Hawthorn Community Primary School....



In our staff survey in January we asked our staff how it feels to work for Hawthorn Community Primary School, here are some of their thoughts:

**"Approachable
SLT, AMAZING
staff"**

**"Total
commitment to
the care and
welfare of all staff
and children"**

**"friendly
atmosphere
and supportive
colleagues"**

**"Support is
always there
from all staff
members" Total
commitment to
the care and
welfare of all staff
and children"**

**"Caring
environment
for the
children"**

Some of our stats:

- 87% of our staff felt comfortable or very comfortable asking for help when they needed it
- 78% of staff felt respected or very respected by school leaders
- 81% of staff were either satisfied or very satisfied with their working environment
- 88% of staff stated it was very easy or easy to get support when managing pupil behaviour

Leading our Team – What our Parents are looking for:



I love the school's approach to celebrating its students and their achievements. Seeing work displayed, and the school decorated to show passers by what it's doing is lovely, and I hope the new head appreciates that. My Nanna was close to tears when she saw the Poppy Day decorations in the window, it made her proud that her Grandchildren attended the school.

Approachable

Not hidden behind a desk – be visible and know the children and parents.

Engage with teachers listen to their views . build a team where everybody's views count

Firm, fair & honest

A leader who understands that diversity of pupil needs diversity of approach – children at all levels need to be stimulated and given the support they need to develop.

I love Hawthorn and its traditions – the new Head must keep them alive. There's an old saying about children being children and it's so important in today's world that we remember that. While technology has an obvious part to play, I love how the school encourages play, inquisitiveness, and exploration, fosters a love for reading and writing, talks about traditional values and learns from the past.

Continue to build on the range of extra curricular activities that the school currently provides, especially with regard to the arts and sport.

Let the kids be kids: make them well rounded with an education that allows them to be young, and eager to learn, but also understand who they are and how they may find their own path in life.

Openness

Sense of humour!

Someone who cares about about everyone: staff, children and community.

Professional

Someone who understands that children are every bit – if not more – complex than adults and need a chance to be heard.

Create a positive and nurturing environment for children and staff, make school a place where people look forward to attending, that's safe and welcoming.

It's about balance – tradition vs modernity, routine vs innovation. The current Head has done really well to embrace technology and the kids love Purple Mash and Spelling Shed. It shows them that computers aren't just toys but things that serve a purpose in the world, which like it or not, will be omnipresent in their future.

I'd like a Head who ensures every child is challenged whilst still having fun and enjoying their educational journey.

Leading Our Team - Pupils



We asked the children to think about the qualities a new Headteacher should have:

Welcoming
and happy to
see all the
children.

Someone
you can
talk to

Fun

Interesting
with
hobbies

Calm

Always
excited for
another
day.

Makes sure
everyone
understands the
rules

Dresses up
for special
days

Firm
but fair

Not too busy to
come into our
classrooms.

Somebody who
wants to put on
music, plays and
shows.

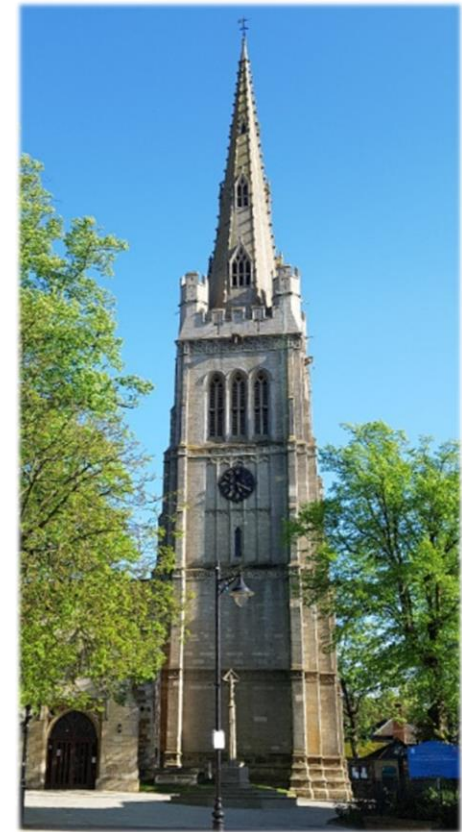
Energetic

Kind

At the heart of Kettering

Kettering is a thriving Market Town located in North Northamptonshire, with great transport links ensuring this role accessible across the East Midlands and beyond. The town has excellent leisure facilities and a sense of community, with competitively priced housing and beautiful surrounding countryside and villages.

Our school is located in the towns heritage area and boasts traditional Victorian buildings with outside space which has been maximised to offer a wide range of facilities to encourage learning and play. With close links to the local Church and community, our school proudly looks to celebrate the past while providing a modern, 21st Century learning experience.



How to apply



- To apply please complete a Pathfinder Schools application form which can be downloaded from the vacancies page of the website <https://pathfinderschools.org.uk/join-us/vacancies>
- Completed application forms should be accompanied by a letter of application outlining how your skills and experience will enable you to lead Hawthorn Community Primary School through its next stage of development. Application forms and letters of application should be submitted via email to recruitment@pathfinderschools.org.uk by no later than 12:00pm on Wednesday 12th May 2021. Applicants will be contacted by the end of the day on the 14th May 2021 to advise whether or not their application will be progressed to interview.
- Interviews will be held on Wednesday 19th/Thursday 20th May 2021
- Visits to the school prior to application are welcomed and will be accommodated in line with our site COVID safety measures. To arrange a visit please contact our School Business Manager Jo Marshal on bursar@hawthorn.northants-ecl.gov.uk or 01536 512204.
- If you are unable to visit or would like to arrange a conversation with our Chair of Governors Jackie Brookes, please contact our Business Manager Jo using the details above.
- If you would like to learn more about Pathfinder Schools our CEO Ann Davey would be very happy to speak with you, this also can be arranged by contacting Jo at the school using the details above.

Further Information

www.hawthornprimarykettering.co.uk

www.pathfinderschools.org.uk

