

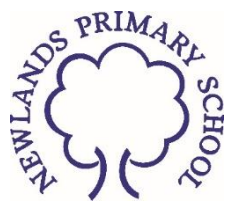
Newlands Primary School



Ofsted 2022:

“Parents describe
Newlands as a big family,
where there is a real
sense of community.”

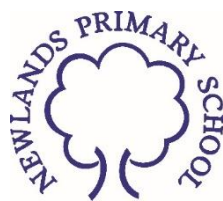
Please visit our school website and enjoy our video
at: <https://newlandsprimary.net/>



Contents

Welcome from the Chair	1
About Us	2
Vision & Values	3
What we want from a Headteacher...	4-5
Pupils said	4
Staff said	4
Parents said	5
Our Curriculum	6
Wider Community	7
1 st Year Key Tasks	8
Person Specification	9-11
Education in Hampshire	12
Application Process	13





Welcome from the Chair

Dear Applicant,

It's with pleasure the governing body of Newlands Primary has assembled this information pack for prospective headteacher applicants for our school - thank you for your interest. We are looking to appoint an attentive and driven individual, who shares our values, and can lead our exceptional staff to deliver the best possible outcomes for every child.

As you will see in the following pages, the Newlands community values the benefits of being a small school and the nurturing environment which is central to the strategy of the school. As a governing body, we feel it is important to facilitate the development of the whole child and want a broad and balanced curriculum to allow this, as well as offering ample opportunities for the children at Newlands to grow in confidence in all areas.

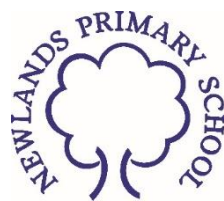
If you haven't already visited us, I strongly advise you do to see the wonderful work of the staff and children of Newlands and to sample the "family-like atmosphere" that so many of our parents speak about.

We look forward to receiving your application and finding out more about your experiences and thoughts on how Newlands can continue to provide an excellent education for our children.

Sincerely,

Callum Whittern





About Us

Newlands Primary School is a one form entry local authority-maintained school based in the highly desirable Yateley, a town located in a residential area in the Northeastern corner of the Hart District Council, with equal travel distances to Reading, Basingstoke and Guildford across the neighbouring counties.

The school was built to a Swedish open plan design in 1980 and won several architectural awards. Since it opened it has been extended to accommodate 7 classrooms with a central atrium which houses a library



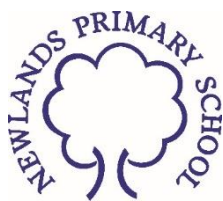
We have wonderful grounds consisting of a main playground, large EYFS garden, adventure play equipment, outdoor classrooms, nature area and playing field with a running track.

We have 168 children on roll across a 7 class structure and we currently have 16% in receipt of Pupil Premium and a diverse pupil roll, containing a proportion of the GRT community.



Parents and staff proudly say that the school is like a big family and in February 2022 OFSTED rated our school as Good.

The Governing body provides strong support and challenge to the headteacher and is made up of governors from a spectrum of backgrounds and experience.



Vision & Values



Outstanding Achievement.

At Newlands we are proud that standards for all our pupils, whatever their starting points, are very high.



Exciting Curriculum.

We focus on learning in-context. We emphasise outdoor learning, visits, trips and residential stays to promote key learning objectives for our pupils.



Exceptional Care, Guidance and Support.

Our pupils are confident and feel safe. They have an excellent understanding of what they can do to help and support each other during their time at school.



At Newlands, children and adults are always ready for meaningful engagement.

We strive for excellence in all areas of the curriculum and teaching and learning.

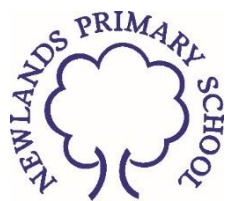
Newlands is a nurturing and inclusive school where all children make meaningful progress and are challenged both academically and in their social development. We work tirelessly to remove any barriers which might limit learning or social development.

We create a respectful ethos, honouring individuals beliefs, ideas and culture.

Ofsted 2022:

"Every pupil is treated as an individual at Newlands. Staff-pupil relationships are good because leaders have created a culture where understanding every pupil is important."





What we want from a Headteacher

We asked...

Pupils said

"Enjoys sports and
makes them a priority
in the school"

"Strict but not too
strict"

"Relaxed, funny,
kind, forgiving, fair
and someone you can
talk to"

"See them out of their
office and around the
school – to get to
know us"



Staff said

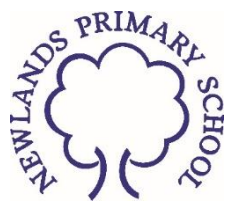
"Proactively engages
with parents and
encourages involvement
within the school"

"A consistent and clear
behaviour policy that
has a positive
schoolwide impact"

"Listens to staff views
but is ultimately
decisive and able to
support teachers with
their subjects and help
develop them across
the school"

"Presence in the
building - engages
with the children – a
head who is visible to
the school
community"





Parents said

Why did you choose Newlands?

Small and nurturing school. Outdoor space with woodland area to be used for some learning. Residential trips from year 3 onwards.

Small and friendly, nice grounds, teachers were engaged and knowledgeable, holistic approach to children.

What does Newlands do well?

Provides a safe and engaging environment for learning.

Providing high level of education and development of personal skills beyond the curriculum, like kindness, acceptance and manners.

Community and caring. Fun and creative curriculum.

What could we improve?

More opportunity for the children to grow their confidence through performances.

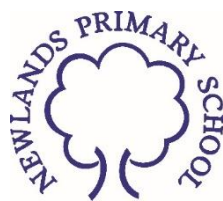
After school activities and sports.

Hard to say but if I had to, more Athletics.

What should our priorities be for the next 4/5 years?

Emotional wellbeing and mental health prioritised for all staff and pupils.

Making sure trips remain open to all. Have a focus on learning by doing. And maintaining a wide curriculum.



Our Curriculum



At Newlands, we value all our children as individuals! Developing the whole child is important to us and that aim is reflected in all we do.

Our school offers a broad and balanced curriculum, created by our strong subject leaders, that emphasises rich, contextualised learning and provides a journey towards academic excellence, year after year. We emphasise the natural world, the great outdoors, and our collective responsibility in shaping the future.

We aim to inspire children to develop a love of learning, which remains with them for life, and teach them the skills they will need, in this age of technology.



Staff working at Newlands are passionate about their work. This means that they are really invested in what they do.

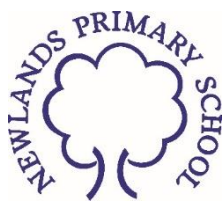
We are looking for someone to continue to enhance our already strong curriculum and bring creative and innovative ideas to take it further.

Ofsted 2022:

“Passionate teachers deliver exciting lessons that keep pupils interested in what they are learning”.

Ofsted 2022:

One pupil said,
“The best thing about this school is the learning”



Wider Community



Friends of Newlands (FONDS), our PTA, work hard to provide wonderful experiences for all children, such as the ever-popular school discos, as well as raising important funds through Christmas and Summer fayres, regular cake sales and offsite Disco/Bingo evenings for the local community, forever highlighting the presence of our school.

Within the grounds of the school, we have Newlands Early Years Centre, our main feeder pre-school, which allows us to create a strong transition for our new intake.

On the other end we collaborate with Yateley Secondary School, who the majority of our pupils attend post their time at Newlands. Subject leaders have created good connections and links with the school creating a greater transition as the pupils reach the end of their time with us.

Yateley has a number of community events which Newlands actively partakes in, from annual fayres, Yateley Industries Community Pantry, choir at the Christmas market, remembrance parade and local scarecrow trails. Alongside, ever popular events such as, Gig On The Green and neighbourhood santa visits.



Yateley School



Newlands has close connections with other primary schools in and around the local area and across the county. We are part of SHARP collaboration of schools that support each other in a variety of ways. In addition, we currently link with a single form entry school in Basingstoke, a link which we would look to continue and potentially grow to share and enhance each others teaching and learning for the benefit of our pupils.

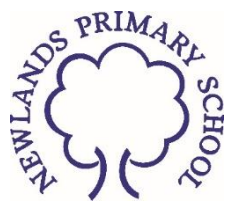


We have events to encourage our parents into the school, such as den building, colour team days, reading afternoons around book week, Year 6 productions, nativities and participating in sports days.

Ofsted 2022:

"Pupils are proud of the school. They actively get involved in the many clubs and leadership opportunities".

Newlands has extracurricular activities run within the school including Judo and Dance, which enhances the presence of the school within the community. In addition there are after school clubs organised and run by our dedicated staff!



1st Year Key Tasks



1	Build strong working relationships with parents.
2	Work with the school community to refresh and embed our vision so it reflects the current context.
3	Continue to enhance our strong, broad and balanced curriculum.



Ofsted 2022:

"Some of this subject leadership is excellent. However, leaders know that the quality of subject leadership is not yet consistent in every subject. This is something leaders are already working to improve"



Person specification

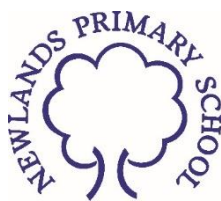
Professional Qualifications:

<u>Essential</u>	<u>Desirable</u>
Holds Qualified Teacher Status (QTS)	Holds National Professional Qualification for Headship or similar
Evidence of relevant further professional in-service training and continuing professional development	

Leadership & Management:

<u>Essential</u>	<u>Desirable</u>
Proven successful Headship, Deputy Headship, or membership of a Senior Leadership Team in a school.	Experience of managing and monitoring strategic financial planning
Is an active, visible leader who leads by example to implement positive change	Experience of leading staff performance management
Demonstrates the ability to uphold public trust and confidence and always maintain appropriate positive professional boundaries in relationships with both children and adults	
Proven experience of driving school improvement that results in improved outcomes for children and their families	

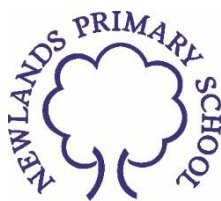




Person specification

Personal Skills & Attributes:	
<u>Essential</u>	<u>Desirable</u>
Communicates effectively with others – children, staff, governors, and parents and carers, including the more vulnerable members of our community	Experience of coaching others to improve whole school outcomes
Can demonstrate an ability to make reasoned judgements and take difficult decisions, conveying required outcomes clearly, positively and with sensitivity to a range of audiences	
Demonstrates a high level of commitment and a desire to be a key member of the Newlands community	
Visible and approachable, and builds effective relationships with all	
A team player who values others, recognises their strengths and works collaboratively to ensure good outcomes for all	
Reflective, innovative and outward facing. Self-reflective and able to recognise when their skills and experience need further support, in order to meet the needs of the school	
Creates a culture where staff are motivated, encouraged to take initiative and make decisions, develop their own skills and deepen their subject knowledge	



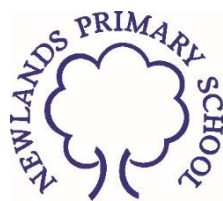


Person specification

Teaching, Learning & Assessment:	
<u>Essential</u>	<u>Desirable</u>
Experience of effective curriculum design, development and implementation, with evidence of good impact on all pupils	Experience of EYFS, KS1 & KS2
Experience of monitoring, evaluating and improving the quality of teaching and learning	
Willing to engage effectively with research, other schools and agencies to impact positively on improved outcomes	

Safeguarding:	
<u>Essential</u>	<u>Desirable</u>
Demonstrates a commitment to keeping children safe and promoting a robust safeguarding culture within the school	Experience of being a DSL or DDSL
Can show evidence that demonstrates knowledge and understanding of current legislation, guidance and best practice for child protection, including safer recruitment	
Can show evidence of a commitment to ensuring and contributing to an inclusive school through an effective understanding of equity, equality and diversity, and challenging all forms of discrimination	





Education in Hampshire

Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.

Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing a supporting role wherever needed.

The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.

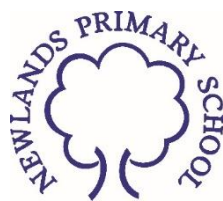
Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council.

With the County Office in Winchester, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Head teachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Head teachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Head teachers and LA colleagues.

Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff.

To find out more about Hampshire and what it has to offer, visit our website at www.hants.gov.uk. Hampshire has a lot to offer. We hope you will join us.



Application Process

Candidates should complete the application form and return it via email so that it is received no later than noon on 3rd May 2024.

E-mail address: htrecruitment@hants.gov.uk

You should provide a full statement in support of your application, which should not exceed two sides of A4 paper. Please do not restate the factual details already included elsewhere on the application form.

Selection Procedure

The shortlist will be drawn up on 7th May 2024 and the selection process will take place 21st & 22nd May 2024. Further details will be sent to those candidates called for interview.

Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not.

Failure to send your application form to the above email address may invalidate your application.

Equality Monitoring

All applications will be required to complete an Equality Monitoring form.

Receipt of Application

Applications are acknowledged within 2 working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately at htrecruitment@hants.gov.uk

Safer Recruitment

Newlands Primary School are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks."

Privacy notice – The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School.

The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the County Council to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the School's website for further details on their privacy notice and data protection policy.

You can contact the School's Data Protection Officer if you have a concern about the way they collect or use your data.