



# Harry Gosling Primary School E1 1NT



At Harry Gosling we aim to provide the best possible start in life for all our pupils. We are committed to equality and diversity and we ensure that this is reflected in all our policies, procedures and practices. We simply aim for the best, so that all our children are ready not only for their next stage of learning, but also to take up their place with confidence in modern Britain.

Inspiring excellence is at the heart of what we do. That is why we all share our motto '*Learning to shine in everything we do*'.

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# INFORMATION ABOUT HARRY GOSLING PRIMARY SCHOOL

Harry Gosling is a two-form entry school with approximately 450 pupils, from Nursery to Year 6. The Nursery is seen as an integral part of the school and is housed in a newly developed area of the school. Harry Gosling draws pupils from the local community. 97% of our pupils have English as an additional language, and 100% come from ethnic minorities, mostly from the Bangladeshi community who speak Sylheti at home. Approximately 50% of our pupils are entitled to Free School Meals.

There are four things that make our school so special, and, we feel, somewhere so rewarding to work:

## Our children

Our children are, quite simply, fantastic! Behaviour at Harry Gosling is excellent and the pupils enjoy coming to school and are excited by their learning. This good behaviour makes a strong contribution to their learning. Inclusion is at the heart of what we do at Harry Gosling. We include children with a wide range of abilities and needs, including those who are exceptionally able and those who have learning difficulties and statements of special educational needs.



## Our staff

We have 16 class teachers and a Deputy and three Assistant Headteachers. We have a part-time music teacher who works with classes throughout the school, and several support teachers. We also have a team of Teaching Assistants who support pupils in class, midday meal supervisors, administrative and site staff. We have a number of regular volunteer workers, including those who are parents, as well as our business partners.



Classes are arranged in phase groups, with parallel classes in adjacent rooms. Our Early Years Foundation Stage is housed in our modern extension, Phase 2 (years 1,2 and 3) are on the ground floor and Phase 3 (years 4, 5 and 6) are on the top floor. Each phase is led by a member of the Senior Leadership Team.

Our staff is a mixture of people who have worked in the school over an extended period, as well as those who are less experienced or recently appointed. Staff members are lively, friendly, supportive and committed and between them have an impressive range of skills and a great sense of humour.

The school offers excellent Continuous Professional Development for all staff in all roles. We are very much a learning community, and we are only looking for staff who are like-minded and seek to better themselves and embrace new ideas and new challenges. This is not a school to stay still in. We encourage staff to take on initiatives and to try new things. We have very high standards, and our staff is expected to be ambitious and determined to excel, both for themselves and for the children they support.

## Our community

Harry Gosling is a thriving school serving a wonderful community. We are a school committed to inclusion and respect and our ethos pervades everything we do. We have high expectations of our pupils both in terms of attainment and behaviour. We respect and welcome our community into the school.

Parents take an active interest in their children's education, are in regular contact with teachers and give us a great deal of support and



providing pupils with meaningful, exciting learning opportunities, both through our curriculum and through the pedagogical approaches we adopt. We are well provided with resources for teaching across the curriculum. We have invested considerably in creating an exciting learning space for all children, both inside and outdoors. Visits to a wide range of local venues and those which are further afield are frequently made in order to support learning across the curriculum. A range of clubs are offered to all children, so that they can develop their talents and interests. Likewise we invite visitors from such venues to the school. We belong to a library and resources loan service in order to supplement the resources and experiences we can provide.

encouragement. This is a healthy partnership which the school encourages. There is also a lively and involved Governing Body, which is extremely supportive of the school.

## Our vision

Everyone at Harry Gosling shares our vision for excellence. We have a clear statement of aims (which you will find on our website), and we have one simple, clear motto, shared by us all. Every day at Harry Gosling, we are all 'Learning to shine in everything we do'.

Harry Gosling was last inspected by OFSTED in October 2017. It is a particularly exciting time to join our school. We have built an entirely new leadership team and an effective teaching team, and the school is poised to continue its journey to 'Outstanding'.

We are proud of the creative approach we take to



# The Vision and Values of Harry Gosling School

The four core values we share are:

**EQUALITY: EXCELLENCE: RESPONSIBILITY:  
TEAMWORK**

At Harry Gosling...

- Our school is a happy, safe and enriching place.
- We work hard as a team so that everyone can achieve their best.
- Everyone has a voice and is a valued member of our school.
- We respect and celebrate our individuality and treat one another equally.
- We learn in fun and exciting ways to develop our wide interests and talents.
- Excellent relationships between school, families and the community help us to succeed.



# STAFF WELL-BEING: OUR OFFER TO YOU

Harry Gosling Primary School recognises that our staff are the most important resource and are to be valued, supported and encouraged to develop personally and professionally within a learning and caring community.

We offer an unrivalled package of support, professional development and social opportunities to maximise your well-being and to enable you to fulfil your professional and personal potential – whilst having a great time!

## Personal Growth and professional development at Harry Gosling:

Senior leaders and governors:

- Create an ethos where all staff are valued and where respect, empathy and honesty are the cornerstones of all school relationships.
- Provide excellent personal and professional development.
- Provide a range of strategies for involving staff in school decision making processes.
- Operate sensitive Appraisal linked to clear job specifications.
- Provide extra support from the Senior Leadership Teams at certain times of particular stress and/or difficulty.
- Provide non-judgmental and confidential support systems e.g. mentors.
- Promote information about and access to supportive services.
- Ensure that, as part of the risk assessment processes of staff workload, there are robust evaluations of the risks of harm and act upon such findings.
- Provide staff, through training and building security, with a sense of safety and the confidence to deal positively with stressful incidents.
- Review the demands on teachers and support staff, the time spent on paperwork and see practical alternative solutions wherever possible through the School Development Plan process.
- Respond sensitively and flexibly to external pressures that impact on staff lives whilst at the same time ensuring the efficient running of the school.
- Maintain contact with staff when they are absent for long periods (by a named person).
- Maintain positive staff-pupil relationships to ensure an effective teaching and learning environment.

We support new staff in a range of ways:

- We have a clear handbook setting out practical details about the school
- A well-organised, clearly planned curriculum so you are not 'starting from scratch'.
- A supportive parallel teacher
- Teachers receive advice and guidance either from a member of the Senior Leadership Team or Phase Leader.
- Regular additional CPD sessions to induct on pedagogical approaches used in the school e.g. 'Maths No Problem'
- Provide additional support from literacy and leadership consultants
- Everyone has termly reviews as well as line management meetings for all leaders



We support career progression by

- Training teachers through programmes such as Teach First, LETTA, students from PGCE courses (Exeter and IoE)
- Getting NQTs off to an excellent start in their career through programmes of strong support for NQTs, including a personal mentor and access to the LA's weekly CPD programme
- Providing projects for aspiring middle leaders
- Middle and senior leadership development programmes such as 'Ambition School Leadership' programmes
- Partnership programmes with a range of local schools

We offer financial benefits including:

- Financial contributions towards external courses that support individual's professional development and contribute to the priorities of the school (e.g. Masters, Foundation Degree).
- Financial contributions towards additional support for staff (eg. Dyslexia testing).

Other well-being benefits include:

- Supportive line management structures
- Termly celebrations for all staff
- Generous time is provided for subject leaders to fulfil their duties
- Time is set aside for tasks such as moderation
- Frequent access to subject specialists – currently all staff plan medium term English units with a specialist and are given extra time to do this
- A pupil progress and planning day out of class 4 times per year
- Report writing day provided in the summer term
- Monday morning additional 'class team' meeting time provided
- No meetings weeks planned for busy times e.g. parents' evenings, assessment weeks



- All teaching and support staff entitled to a moving day
- Access to a leadership coach
- Flu vaccinations are offered to all staff free of charge
- Staff medical and health support
- Staff receive personal deliveries to the school office (deliveries are accepted on the assumption that the products are appropriate to be delivered and the school is not responsible for the delivery)
- Free tea, coffee and milk to all staff