



Resilience Respect Diversity Compassion Innovation

Hawthorn Tree School

Headteacher Recruitment Pack

Dear Applicant,

Thank you for your interest in the Headteacher position at Hawthorn Tree Primary School. We are delighted to present this application pack, which serves as a comprehensive introduction to our school and the opportunities that await the successful candidate.

We are immensely proud of our pupils and staff, who have worked diligently to bring about continued improvements in progression, attainment and aspiration, without diluting pupil discipline, good manners or the sheer enjoyment of learning for our pupils.

We are seeking a motivated, dedicated and highly effective leader to take on the challenge of guiding our school into its new era of excellence. In return, we offer the support of a very talented staff, friendly and enthusiastic pupils who love learning, a committed and supportive board of governors and welcoming community of parents.

If you think that you are the person to lead Hawthorn Tree on its exciting journey, please come and visit the school, talk to our Headteacher, the staff and children. To arrange an appointment, please contact our school administration team by telephone on 01205 363031, or alternatively via email at enquiries@hawthorn-tree.lincs.sch.uk

We will be inviting those applicants shortlisted for interview on Tuesday 25th March 2025.

If you have any questions in the meantime, please feel free to contact me at: julie.walmsley@hawthorn-tree.lincs.sch.uk, or our school administration team, by telephone or email.

We look forward to meeting you.

Yours sincerely,

J. A. Walmsley

Julie Walmsley
Chair of Governors

Our Location

Our primary school is positioned in the eastern suburbs of Boston. Only 2 miles from the town centre, we offer an excellent primary education to children from the Skirbeck, Toot Lane and Eastwood Road areas. As a popular school, the school has seen a number of minor and major building programmes. The most recent of which was over 2012 to 2014 when the Department for Education allocated £1.73 million to extend the school from a planned admissions number of 40 children in each year group to 60.



Transport

Hawthorn Tree School is situated off Eastwood Road within easy road access to Boston, Fishtoft and Butterwick and within reach of the A52 road leading to Skegness. We encourage our students to walk or ride bicycles to the primary with wide walkways and cycle paths leading up to the school and plenty of safe cycle storage.

**Hawthorn Tree School,
Toot Lane, Boston,
Lincolnshire,
PE21 0PT**



For this post, visits to the school are strongly encouraged. Please contact us for more information.

We are looking for someone who is able to demonstrate significant competencies in all areas of the Headteachers' Standards 2020. The post demands substantial leadership and management responsibilities, which include curriculum, finance, personnel and school performance.

The school

Hawthorn Tree Primary School was built in 1968 as a four-teacher school and has grown over the years to a two-form entry. We currently have 372 pupils across 14 classes with a PAN of 60. Our motto is simple; 'Where everybody is somebody'. We very much believe in the individual and we strive to ensure that our pupils receive individualised learning.

Every child is unique and that is valued and celebrated at Hawthorn Tree Primary School. Our ambition is to nurture every child, enabling them to achieve their best regardless of their starting point. We also feel strongly that it is our job as educators to encourage children to become resilient, confident, well-rounded people who know the difference between right and wrong.

At Hawthorn Tree Primary School, our children are rightly proud of their school and achievements, and we are always aiming ever higher to ensure the best for every child. We aim to nurture children's talents and abilities, providing opportunities for each child to reach their full potential and be happy, confident, resilient and enthusiastic learners. We are a welcoming, inclusive school and we understand the importance of working in partnership with parents: we encourage parental involvement in children's learning, as well as fostering opportunities for the children themselves to be actively involved in their own learning.

Our vision is to develop an outstanding school for the local community where our values of **resilience, respect, diversity, compassion and innovation** are evident in everything that we do. Through nurturing our children, academically, socially and emotionally, we provide them with secure foundations for life, so that they leave Hawthorn Tree with an excellent all-round education and a love of learning. Our school motto 'Where everybody is somebody' permeates throughout our school. Our school rules reflect our values – 'Look after yourself, others, your things, your environment and above all demonstrate kindness and respect'.

We ensure that every child is treated as an individual, their gifts and talents are recognised and their achievements celebrated.

Our new library has recently been designed by pupils and stakeholders to encourage our children's love of reading. Our school librarians look after the library every day.



The Outdoor Learning Area has also recently been designed by our pupils, with help from the local community. We have recently won an environmental award for our design.

The range of extracurricular provision for our children is impressive and particular emphasis is out on the creative, expressive and performing arts and sport. The school is working towards renewing its Artsmark accreditation. All children in KS2 benefit from weekly lessons from a music specialist run by the Lincolnshire Music Service. Children in KS2 can also learn a musical instrument in weekly lessons provided by the Lincolnshire Music Service. Our children have performed as part of the Young Voices choir at Sheffield Arena. Our athletes have represented the school and competed against other schools locally. Football teams play against other schools locally, and all pupils have opportunities to take part in sports day and sporting events throughout the school year. We have sports and arts ambassadors and play leaders leading opportunities for the children in school. Along with the School Council, they will further ensure that the pupil voice continues to be heard.

Next to the school is a separate but closely linked Hawthorn Tree Community Children’s Centre offering provision for all pre-school ages, breakfast club, after school club and holiday club provision. The school has a good working relationship with the Centre, sharing information regarding the education, safeguarding and wellbeing of children. The Children’s Centre has recently moved into an enlarged purpose-built premises. The provision is available from 07:30 before the school day to 18:00 after the school day and over school holidays. This is a huge asset to our school and high valued by parents.

At Hawthorn Tree we also run a breakfast club for children entitled to Pupil Premium. We also have after school clubs offering a wide range of free activities run by our teachers and teaching assistants. External providers Boston United Football Club, Discovery Sports Coaching and Elite Sports Academy also run sport after school clubs for a small fee.

Our pastoral team provide support to families and children and assist in the administration and management of the school’s behaviour, attendance (in conjunction with the administration team) and safeguarding/child protection systems.

This Headteacher post sees the school at an exciting stage of development and offers the successful candidate the career challenge and opportunity to work with stakeholders to shape and move the school successfully on into the future.

Our website contains a welcome video, our school prospectus, statutory information, newsletters, pupil work, school pictures and much more, providing a window into the life and work of the school. You are advised to look at this documentation to assist in building a picture of the context of our school.



Your letter of application

Please refer to the person specification when completing the application form.

You may wish to write on the section in the application form or on separate sheets (no more than two sides of A4 please).

Many thanks for your interest in the post and we hope that you feel encouraged to apply and look forward to receiving your completed application form.

Salary range: L17 – L24

Closing date: Tuesday 11th March 2025

Shortlisting: Monday 17th March 2025

Interviews: Tuesday 25th March 2025

Please send completed application forms to enquiries@hawthorn-tree.lincs.sch.uk





Lincolnshire
COUNTY COUNCIL

Hawthorn
Tree School

Hawthorn Tree School, Toot Lane, Boston, Lincolnshire, PE21 0PT

www.hawthorntree.co.uk T: 01205 363031 E: enquiries@hawthorn-tree.lincs.sch.uk

Facebook: Hawthorn Tree Primary School