



Bedlington West End Primary School

Headteacher

Candidate Information Pack



Welcome to our School!

Yes I Can!



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Message from Chair of Governors

January 2022

Dear Applicant,

Thank you for your interest in applying for the position of Headteacher at West End Primary School. We hope you find this application pack informative and that you enjoy learning more about our school. Our website will give you a taste of what you can expect when you walk through our doors and also provides further information about the school: www.westend.northumberland.sch.uk

The Governing Body is looking to appoint an inspiring, nurturing, motivational and visionary leader, who is ambitious for and compassionate towards our children and families, our staff and themselves. We wish to appoint someone who shares our ethos and can build on our recognised strengths to move us forward. In return we have a great deal to offer:

Our children are "settled, confident, and highly motivated to learn" (OFSTED 2019). They are enthusiastic, happy, well behaved and are excellent ambassadors for our school, as well as being kind, caring and supportive towards one another.

We have a creative and stimulating learning environment with a close-knit team of experienced, dedicated and highly supportive staff who are committed to developing the teaching and learning ethos which is evident throughout our school.

Parents are supportive of the school and their child's learning. They are appreciative of the provision the school makes to develop and nurture the whole child and the support we give them through our pastoral support staff.

Governors are extremely invested in the school and are highly strategic in their role, ensuring that a newly appointed Headteacher will be greatly supported.

We appreciate how much research and preparation goes into Headship applications and it is important to make sure that West End Primary School is right for your next step in your career, as well as for us to find the right candidate. We hope you will see this as an exciting opportunity to embrace our strengths and seek to further develop the school. We look forward to hearing from you and showing you our school community in action.

Yours faithfully,
Tanya Mason
Chair of Governors

Yes I Can!



WEST END PRIMARY SCHOOL

Yes I Can!



Message from the Children



Dear Headteacher Applicant

Thank you for thinking about coming to our school. We are the pupils of West End Primary School and we are writing to tell you what we really like about our school and let you know our "wish" list for a Headteacher. The teachers asked us for our opinions and would like to share with you what we think.

We love our school because it is an exciting, happy and safe place to be, where everyone is heard. It isn't a brand new school, but we like that it has been here a long time. It is full of nice, friendly children and teachers, who all have good attitudes. They try their best and work hard.

Our teachers expect us to have a 'Yes I Can' attitude, with everyone working hard, persevering and supporting each other. They also want us to be honest, kind and gentle. These things are important to us all.

Our 'Golden Rules' help us to keep people safe and happy and allow us to learn. We know we need to learn lots of things to help us have a good job when we grow up. We like knowing when we have done this well, getting house points, class rewards and having our name in the Golden Book.

We think all our lessons are fun and exciting, especially experimenting and practising things to improve and being outdoors. We also do lots of different things each day. We particularly enjoy our theme days, visits and the residential trips to Robinwood.

We would like our new Headteacher to:

- "walk into school with a happy, 'Yes I Can' attitude"
- "be kind, helpful, honest and caring"
- "be strict, but fair and respectful"
- "encourage us to do new things"
- "be trustworthy"
- "care for the children and be nice to the teachers"

Yes I Can!



WEST END PRIMARY SCHOOL

Yes I Can!



- "be strong and not easily persuaded sometimes"
- "be a good listener so people can share their ideas and see them happen."
- "be someone who stands up for the school and makes important decisions."

We hope you are exactly what we want to look after our school.

The children of West End Primary School.

"I like when I walk
into school everybody
has a smile on their
face"
(Year 3 Pupil)

"The best part of my
day is coming to
school"
(Year 5 Pupil)

"The teachers always
encourage us to try
our hardest and be
honest"
(Year 5 Pupil)



Yes I Can!



WEST END PRIMARY SCHOOL

Yes I Can!



Our School

Our successful, happy and welcoming school has recently extended in age range to become a primary school with nursery provision. We are now able to offer an exciting and creative curriculum to children from the age of 3 to 11 years.

Our school is steeped in heritage, having been an established part of the local community since 1908, although it has grown significantly in size since then and now consists of four buildings on the original site. We have a new, modern building housing year 5 and 6 alongside a large hall, which is used for PE and lunch. The nursery is based in a purpose-built building, and works in partnership with West End Pre-School, who offer private provision for 2 year olds and Trinity Youth, who provide wrap around care for the school. This forms the innovative West Bedlington Early Years Partnership. Reception and Year 1 are based in the Early Years block, where there is a smaller hall, while Years 2, 3 and 4 are taught in the original building.

"our school is the most exciting place in the world"
(Year 3 pupil)

Our Ethos

At West End Primary School our staff have a shared vision. We believe in developing the 'whole' child. This is recognised by the parents *"staff are concerned with not just the attainment of pupils, but with the overall character building of the young people in their care; they are encouraged to be confident, kind and polite children"* (Parent).

We aim to develop well-rounded, confident, enterprising, hard-working and caring citizens of the future, who embrace and respect the diversity of the local, national and international community. It is important to us that our children understand their place in our local community; as such the children regularly represent the school at events within the local community. Our community links are recognised as one of our strengths. It is important to us that children understand their place in the national and international community and develop caring, respectful and compassionate views, which will help them to navigate the complex world we live in and make a difference for the better.

Yes I Can!





WEST END PRIMARY SCHOOL

Yes I Can!



"Please know that everything you are doing is appreciated and is making a huge difference to our children's lives"
(Parent)



We believe every child is unique and can achieve their potential. We want to release this potential and see them reach their goals. That means giving every child the chance to shine and achieve their best; be that in academic subjects, physical education, the arts or through personal and social skills.

We strive to provide each child with the nurture, support and challenge to prepare them for their next stage of learning and for life beyond education.

We see the value of teaching children to have a growth mindset. Our children understand that their intelligence and ability can be developed through persistence, effort, teamwork, learning from their mistakes and trying new strategies. This leads to them being resilient, confident learners who are not afraid to make mistakes and understand that they will learn from them.

We expect every child to be the best she or he can be and to follow our school motto, 'Yes I can!' West End Primary School is committed to equal opportunities for all. We pride ourselves in our inclusive approach to learning, being aware of barriers to learning that children and young people from families with less financial resources experience. As a Poverty Proofing school we have worked to identify and overcome some of these inequalities in range of ways.

Teaching and Learning

At West End Primary School you'll find the staff and children are fun and full of life. We believe that happy children learn so, as a team, we have designed a rich, creative and progressive curriculum, which engages and stimulates the children's interest. Staff know how children learn best, planning and implementing engaging and exciting lessons which are closely matched to the children's age and stage of development.

We know that children learn best when they are taught through a contextualised curriculum, with real and meaningful experiences at the heart of all learning. Regular themed writing weeks provide inspiration for writing and throughout each year the children

Yes I Can!



WEST END PRIMARY SCHOOL

Yes I Can!



"It's the best school and I wouldn't want to go anywhere else. It's just a nice place to be and everyone can be friends if they want to be".
(Year 6 pupil)



benefit from a wide range of educational and cultural visits. Topics are celebrated with theme days, visits and visitors as we strive to deliver a curriculum full of memorable experiences.

Our wider curriculum supports and challenges children to be the best they can be in every area and we are proud to have achieved a Gold Sports Award for three years running - quite an achievement for a school with no field!

The staff's collegiate approach to creating the best provision for the children is a further strength of the school. *"Teamwork and collegiality are the hallmarks of the adults in the school. There is a sense of agitation and restlessness to challenge and question each other continually"* (OFSTED 2019) This is possible as the staff experience a great sense of trust in the leadership team and each other.

Our school has strong links with our partnership schools in the community. This is used to good effect to support curriculum development. Practical arrangements include leasing St. Bede's RC Primary's field for PE.

Our Aims

We were last inspected in February 2019 and were once again rated good. The report can be viewed on our school website.

We look forward to welcoming a new Headteacher in September who will work with us on the next steps from this report and also our current School Development Plans, which focus on:

- Our on-going Covid 19 recovery planning.
- Using the 'Whole Education' SEND programme to improve provision for our children with SEND.
- Creating an ethos of support and nurture to promote good mental health and well-being for pupils and staff.
- Our work with the Education Endowment Foundation with an aim to making a difference for disadvantaged pupils.

Yes I Can!



School Facts

Bedlington West End Primary School	We Achieve
Type of School	Local Authority Maintained School, 1 form entry
Age Range	3 - 11 years
Denomination	None
Co-educational or single sex	Co-educational
Number of Children	257
Average Class Size	25.7 (max. 30 per class)
Attendance (2020 - 2021)	95.405
Established	1908
Number of Teaching Staff	15
Number of Support Staff	25
Teacher Turnover	Stable (we have had no teachers leave since
Newly Qualified Teachers	0
Children on Free School Meals	24.12%
SEN	11.28%
English as an Additional Language	2
KS1 Results (2019)	Reading: Secure - 79.3% Greater Depth - 41% Writing: Secure - 75.9% Greater Depth - 21% Maths: Secure - 86.2% Greater Depth - 16%
Phonics Screening Results (2021)	89% pass rate

Yes I Can!



Appointment

The Governing Body of West End Primary School is committed to selecting an inspiring and ambitious professional to the non-teaching post of Headteacher. The successful candidate will have the expertise to build upon existing exemplary practice coupled with drive and ambition to take our school forward to an exciting future.

Interview Timetable

- Your completed application and supporting statement must be received by **midday on Friday 28 January 2022**.
- Shortlisted candidates will be contacted by **Thursday 3rd February 2022**.
- Interviews and assessments will be held on **Thursday 10th February 2022**.

The selection process will be undertaken by the Governing Body of the West End Primary School. Any offer of employment will be subject to receipt of entirely satisfactory references, and the usual school pre-employment medical and background checks. An enhanced DBS disclosure will be required for this post.

Shortlisting and Selection

Please complete the application form, including the supporting personal statement at 3(a) and additional evidence question at 3(b).

Short-listing decisions will be made with reference to the person specification.

The application pack documents can be downloaded from the on-line advert or requested by email:

angela.markham-lee@westend.northumberland.sch.uk

- a) School application form and notes.
- b) Head Teacher Person Specification.
- c) Head Teacher Job Description and Appendix 1.
- d) The Information Pack.

Yes I Can!



Visits to the School

Visits to the schools in advance are warmly welcomed and you should contact our School Business Manager, Mrs Angela Markham-Lee, who will book your appointment. Dates and times available are:

Thursday 20 January 2022: between 9.15am - 4.00pm

Tuesday 25 January 2022: between 9.15am - 4.00pm

angela.markham-lee@westend.northumberland.sch.uk

Tel: 01670 822328

Applications

Completed applications should be emailed to angela.markham-lee@westend.northumberland.sch.uk

Alternatively they can be posted to:

Angela Markham-Lee (Confidential to be opened by addressee only)
Schools Business Manager
West End Primary School
Ridge Terrace
Bedlington
NE22 6EB



Yes I Can!