



# Haydon Bridge High School

Headteacher: Michael Smith  
Deputy Headteacher: Stephen Hill

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April 2023

Dear Applicant

Thank you for your interest in the position of Headteacher at Haydon Bridge High School. Our Headteacher is leaving to take on another Senior Leadership position in a bigger school in Northumberland after two and a half years of dedicated service to our school and the community. Although he will be greatly missed, we are excited by the opportunity to appoint an outstanding candidate.

The school serves a socially mixed rural, and geographically large, community centred on the village of Haydon Bridge in the west of Northumberland. We are an 11 to 18 secondary school with 418 on roll, including 56 in the Sixth Form. We expect this to grow to 441 on roll, including 54 in the Sixth Form from September 2023.

At Haydon Bridge we are extremely proud of our friendly and pupil focused atmosphere; one that is rich with diversity and opportunity. It is important that all our pupils enjoy their time at school and that their individual interests, talents and needs are recognised and valued. We want our pupils to leave the school as well-rounded individuals who have the capacity to influence and shape society.

The school has been through a difficult period previously however, great strides have been made to move the school forward. This was recognised by OFSTED when the school was removed from Special Measures and graded Requires Improvement in July 2021. There is still work to do to move the school to good. As part of the DfE Schools Causing Concern Policy October 2022 the Regional Schools Commissioner has identified the school as a 'coasting school' and is considering how best they can support the school.

Governors are optimistic, ambitious and committed; outcomes are increasingly positive; the demand for school places is greater than ever and the school is on the verge of the sustained improvement and success that the community deserves.

In September 2020 a refurbishment of the school was completed. Northumberland County Council spent more than £4m renovating main buildings including improvements to the vocational and sports centres, and the addition of a multi-use games area.

We are all very excited about the future of this school and its community. Governors understand that appointing the right person as Headteacher is critical to future success. We are looking for forward thinking people who have the drive and determination to make a difference.

The successful candidate will need to have:

- A track record of developing a highly motivated team



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- A very good understanding of school improvement strategies
- Be an outstanding teacher and leader committed to this unique and small rural school
- Share a vision of building an inclusive school embedded in the wider community
- Inspire the highest quality of teaching that puts well-being at the heart of the curriculum
- Further develop our broad and balanced curriculum providing high levels of pupil motivation, behaviour and outcomes.

Haydon Bridge High School offers a host of opportunities. It is unique in its size and context. It sits within a beautiful area with a great history. The successful candidate can make a real difference; be creative and harness the work and talents of the community and take the school forward.

In applying for the post please complete the application form and in the 'Further Details in Support of your Application' section provide answers to the following:

- a) Outline your professional and personal values and qualities that make you a suitable candidate for this post.
- b) What are the barriers within a small rural school that challenge raising standards?
- c) How do you overcome these barriers in a small rural school with an extensive and diverse catchment area and community?

Please do this in no more than 2000 words using Arial font, size 12. Please note CVs are not acceptable.

Completed applications should be returned to [headships@northumberland.gov.uk](mailto:headships@northumberland.gov.uk)

I look forward to reading your application and welcoming a reflective, inspiring and energetic leader to our school.

The closing date for applications is 12.00 noon on 12 May 2023.

Yours sincerely

Maggie Anderson OBE  
Chair of Governors