

# Our diamond creates excellent professional growth and development.

## Candidate Information

Independent Day School for over 1100 students  
Co-educated Junior School (3-11),  
Boys' School (11-16), Girls' School (11-16),  
Co-educated Sixth Form (16-18)



**DAME ALLAN'S SCHOOLS**  
building the future

North East Independent School of the Year  
SUNDAY TIMES PARENT POWER 2023



## Dame Allan's. Proud of our heritage and firmly focused on the future.

The Schools were founded in 1705 by Dame Eleanor Allan, widow of a Newcastle tobacco merchant. Their purpose was to provide a 'proper' education for 40 poor boys and 20 poor girls of the parishes of St Nicholas and St John in Newcastle. We believe the girls' school to have the eighth oldest continuous history in England.

The Schools mark Dame Eleanor's gift in the annual Founder's Day service held in St Nicholas' which became Newcastle Cathedral when the diocese was created in 1882. The Schools, which are officially recognised as an Anglican foundation, retain strong links with the cathedral and also with the parish of St James and St Basil in Fenham, whose vicar is the Schools' chaplain.

After occupying various sites in central Newcastle, the Schools moved to College Street in 1883 where the buildings included one of the first physics laboratories in the city. The Schools then moved out to a newly developed site on Fowberry Crescent in Fenham in 1935.

Over three hundred years after our foundation, we continue this strong tradition of innovation in education and whilst we are immensely proud of our heritage, we are firmly focussed on the future. The Schools embrace technology, change and challenges in a way that sets an example for and motivates our students.



## Our Ethos.

Dame Allan's exists to provide a first rate education for young people from all cultures and backgrounds within a supportive environment informed by the Schools' Christian foundation and traditions. Pupils are encouraged to make the best use of their many and varied abilities.

The Schools look to establish and maintain high moral standards within a clear framework. They provide a structure within which skills are learned and knowledge gained so that pupils may achieve the best academic results of which they are capable.

Our aim is to prepare pupils to flourish as adults in a rapidly changing world. The Schools also aim to provide a rich mixture of experiences for pupils to develop sporting, artistic, leadership and other talents alongside their academic achievements. They encourage pupils to develop an awareness of their individual strengths and to make full use of them.

The Schools encourage the development of the qualities of self-discipline, self-confidence and independence whilst creating a community in which all members care for each other as in a family. They also emphasise the interdependence

of the individual and the community at a local, national and international level and encourage pupils to show care and concern for others.

At the heart of these aims is a concern for each pupil's welfare and for their positive development as an individual and as a member of the Schools' community both inside and outside the classroom. This development is to be within an orderly, safe and supportive community in which all members feel comfortable and act with consideration and respect for other people, themselves, and the environment.



# Our Diamond Structure.

We are the only school in the North East following the 'Diamond Structure' of education, which offers the benefits of single-sex education combined with the social and cultural merits of a co-educational environment.

Throughout our history, Dame Allan's Schools have educated boys and girls separately, but in 1988, the structure was refined with the appointment of the Schools' first Principal. This appointment (made to replace the retiring Headmaster and Headmistress of the Boys' and Girls' Schools) enabled the Schools to restructure their provision and, in so doing, to create the Diamond Structure of education now employed in several independent schools nationally: a co-educational Junior School, single-sex Senior Schools and a co-educational Sixth Form.

There are around 300 pupils in the Junior School, nearly 300 girls in DAGS and over 300 boys in DABS with more than 200 in the Sixth Form.

## Junior School and Nursery

In the Junior School and Nursery, boys and girls are taught together in a co-educational classroom setting, where they develop their social skills as they learn; this forms the base of the diamond.

## Boys' and Girls' Schools

Once pupils move up into the Senior Schools in Year 7, boys and girls split into our single-sex Boys' School (DABS) and Girls' School (DAGS), creating the 'sides' of our diamond. Here they are taught separately throughout Key Stages 3 and 4. This allows us to tailor teaching to the different needs of boys and girls and helps us avoid gender stereotypes. Unlike other diamond schools, both the Girls' School and the Boys' School are housed in one building. This allows pupils the opportunity to mix socially during the school day and in co-curricular activities. We believe this unique educational experience encourages students to perform at their very best. In 2000, the Schools

undertook a process of 'zoning' to create departmental areas for both schools. All staff teach in both schools and all departments have a common Head of Department. Pastoral spaces are kept separate for boys and girls.

## Sixth Form

In our Sixth Form, pupils from both schools come back together to prepare them for university and life beyond Dame Allan's which is, by definition, co-educational; this is the tip of the diamond.



## Sixth Form

Co-educational 16 to 18 years



## Girls' School

Single-sex 11 to 16 years



## Boys' School

Single-sex 11 to 16 years



## Junior School and Nursery

Co-educational 3 to 11 years

# Transformative steps into a brighter future.

We are fully independent and depend almost entirely on fees for our income. We raise funds to support the on-going development of the Schools as well as to extend further the significant number of bursaries already awarded each year to deserving pupils (currently approximately 15% of the pupil body); such awards help the Schools to maintain the broad social mix of the pupil body.

There have been several recent developments at the Schools. We opened a brand new Junior School Building in 2012. Situated close to the main schools, this £9 million development provides a state-of-the-art facility for our pupils aged 3-11. The Schools have seen a rapid expansion in junior numbers since the school opened and there is a very high level of retention of pupils into the Senior Schools.

The Schools also continue to invest in the ongoing development of the Senior Schools site in Fenham.

In 2022 the Schools completed our most recent investment project, an £8 million development in the north end of the Senior Schools' site, named the Jubilee Building. The new development has created 16 classrooms, six of which are additional to the previous offering, and includes three state-of-the-art science laboratories. The building

has three light-filled new rooms for budding artists to hone their talents and an impressive central art exhibition area, where pupils can showcase their work and be inspired by others. The new space will also be incorporated into the Schools' Masterclass programme, meaning younger children from local primary schools will benefit from using the advanced facilities.

Within the two-storey development there is a suite of modern foreign languages classrooms and a new room for teaching Latin. In addition, there is a dedicated Sixth Form space, which creates two new specialist areas in Design Technology and Art for older pupils to work on their projects. In line with Dame Allan's' environmental

policy, the development also features a living wall and electric charging points for vehicles.

2022 also saw Dame Allan's invest in a new wellbeing centre, The Snug, which is home to the Schools' outstanding pastoral team - two counsellors, a Child and Adolescent Psychotherapist, an Art Psychotherapist, a Chaplain and a dedicated therapy dog, Heidi.

The Snug is a positive space away from the classrooms, with comfy sofas and a calm atmosphere, where pupils feel supported and understood. It also houses learning support and special educational needs.



## Early Years.

The School has an outstanding purpose-built Early Years area for children in Nursery and Reception. As the first experience in school is such a vital step in a child's learning journey, staff at Dame Allan's create a friendly, nurturing environment where having fun and learning go hand-in-hand.

The Early Years staff are passionate about providing the best introduction to a child's education. Children enjoy an action-packed, broad and child-centered curriculum that stimulates their young minds and ignites a love of learning. This ensures that all children maximise their potential, enabling them to develop into independent learners who are highly motivated and fully engaged.

The children benefit from outstanding outdoor education facilities. Classes held in the School's outdoor classroom 'Woodland Way' and in the yurt, named 'The Edge', encourage children to

explore and be adventurous. Both facilities are central to the School's exciting Skogsmulle programme, a Swedish educational initiative which centres on a fantasy figure who informs children about nature through play and song.

Outside school terms, a partnership with a well-established local provider of holiday activities allows Early Years pupils to access the School's facilities all year round.

The transition from Nursery to the next stage in school life is always a smooth one at Dame Allan's with children stepping up to the Reception class within the same building. This all helps set the foundation for a fulfilling academic journey at the School which caters for children from Nursery all the way up to Year 6 at the same site, before they move onto the next stage at Dame Allan's Senior Schools.



# Junior School.

The idea that learning should be fun is the principle at the heart of the Junior School and a holistic curriculum encourages active learning that enables children to develop socially, emotionally and intellectually.

Pupils in our Junior School are encouraged to aim high and achieve their goals. The core skills of numeracy, literacy and science are supported by a genuinely broad, creative and rigorous curriculum which is regularly enriched by educational visits, visiting speakers and special events. Children in Years 5 and 6 spend some time each week learning at the Senior Schools site in Fenham, making use of specialist facilities and teachers to prepare them for the transition into the Senior Schools.

Class sizes at Dame Allan's are small, allowing teachers to get to know and value each individual child so they can stretch their imaginations and push their abilities whilst still making learning fun. We pride ourselves on the high quality of pastoral

care that we provide at the Junior School and Nursery. Pupils also enjoy the creative arts, sports and computing amongst many other aspects, as well as our wide and extensive range of co-curricular activities.

The commitment to high quality education and pupil development at the Junior School and Nursery has been highlighted by the Independent Schools' Inspectorate (ISI), the independent sector equivalent of Ofsted.

Rating the Junior School and Nursery as excellent, the report highlighted that pupils make rapid academic progress supported by excellent pastoral care which ensures pupils are confident, resilient and self-disciplined: "Pupils are highly competent, independent learners with the maturity to listen to others, as well as the confidence to propose their own ideas. Teaching encourages independence and promotes self-confidence which allows pupils to take their own initiative."



## Senior Schools.

Teaching boys and girls separately between the ages of 11 and 16 ensures we can tailor our teaching to their different needs. Pupils are taught by teachers who understand the educational and emotional needs of teenage boys and girls and how best to guide them. This also encourages self-confidence within our students and helps them avoid the gender stereotypes that may have traditionally held them back - the idea that science and technology is not for girls, for example.

The Schools consistently achieve GCSE results higher than the national average, with placings in national and regional league tables reflecting this.

In the Sunday Times' Parent Power Guide 2023 the Boys' and Girls' Schools were named joint North East Independent School of the Year.

Our commitment to high quality education and pupil development has been highlighted by the Independent Schools' Inspectorate (ISI), the independent sector equivalent of Ofsted.

Rating Dame Allan's Schools as 'excellent', the report reflected the positive impact of the Schools' diamond structure:

"Pupils in Years 7 to 11 make rapid progress in the single-sex environment of their separate schools, where the differentiated styles of teaching enable them to achieve their potential."



## Sixth Form.

When the students begin their A-level studies, they move back together into our co-educational Sixth Form at the tip of our diamond.

Housed in a designated Sixth Form centre, the Queen's Building, our Sixth Form offers an exciting and challenging experience for those students who move up from our Girls' and Boys' Schools or who join us in the Sixth Form from elsewhere. All our new Sixth Form students are welcomed, valued and supported.

We offer a wide range of subjects at A Level as well as a 'super-curriculum'; here, our students are encouraged to extend their horizons and take on new challenges that will equip them for life at university and beyond. Activities range from pure interest disciplines such as beginners Mandarin or more formal undertakings such as the Extended Project Qualification.

Dame Allan's has a high academic reputation and results at A level are consistently above the national average. Over 95% of our leavers regularly proceed to degree courses at a full range of UK universities with a growing interest in opportunities overseas, too.

Alongside encouraging each student to achieve their best possible academic results, we aim to prepare pupils to cope successfully as adults in a rapidly changing world. A strong emphasis on independent learning encourages the development of qualities such as self-discipline, whilst our Sixth Form officer and house captain roles instil the importance of community and social responsibility.



# A caring, supportive framework for every student.

Our diamond structure allows the Junior School and Nursery, Boys' and Girls' Schools and Sixth Form to have their own, well-established and distinctive pastoral system.

Students and staff benefit from the well-being services of an on-site nurse. The Schools have recently appointed a child and adolescent psychological therapist and we have independent counsellors present in school. Our Learning Support Coordinators are responsible for SEN and EAL provision.

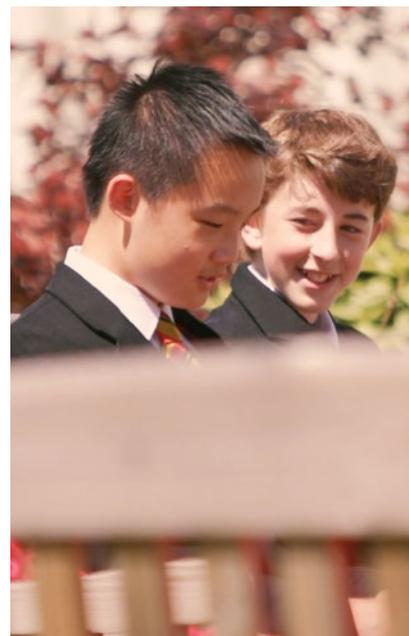
## Junior School and Nursery

Pastoral care at Dame Allan's Junior School and Nursery is overseen by the Deputy Head and prioritises the wellbeing of each and every child in our care; we strongly believe that a happy child learns best. We work to ensure there is an environment in which each child feels cared for and important, enabling them to grow into happy, confident and resilient individuals. This is achieved,

not only through our formal pastoral system, but through the excellent relationships developed between the children and all adults in the school.

## Senior Schools and Sixth Form

The Senior Schools' pastoral arrangements are delivered through the relevant Heads of School and Sixth Form, assisted by the Heads of Lower and Middle School in DABS and DAGS and the Assistant Heads of Sixth Form and overseen by the Vice Principal (Pastoral). They are responsible for the form teachers (DABS and DAGS) and tutors (Sixth Form) who provide pastoral care for the pupils.



# Excellence beyond academia.

A wide range of co-curricular activities are offered. Our performing arts departments (dance, drama and music) at both the Junior and Senior Schools provide performances and productions for the Schools throughout the year. This is in addition to the many students who excel individually with the assistance of individual performance lessons. The Schools' dance department enjoys a well-deserved national reputation with several former pupils – DABS and DAGS – going on to very successful careers in dance.

Learning while having fun begins at the Junior School with co-curricular offerings such as fencing, karate, Irish dance, hand bells, ceilidh band, creative writing, art, chess and running club.

Sport is a major contributor to Dame Allan's success: the major games are hockey, netball, rugby, cricket, tennis, cross country running and athletics. Many pupils gain county, city or regional recognition in their sports and the

Schools have been represented in national finals in a variety of sports in recent years including squash, cross country and athletics.

Outdoor and leadership education (OLED) begins in our forest school at the Junior School and continues at the Senior School with opportunities for climbing, canoeing and mountain walking. We are the largest centre for the Duke of Edinburgh Award in the North of England. The Senior Schools take part in World Challenge and in 2017, we also established a Royal Marines Combined Cadet Force contingent in partnership with a local maintained-sector school.

A variety of other subject and interest-based clubs provide further opportunities for pupils of all ages. Exchange visits, skiing parties, cultural visits, adventure holidays, expeditions and overseas sports tours all take place at regular intervals.



# Teaching at Dame Allan's.

Dame Allan's has a staff of highly qualified and enthusiastic teachers who first and foremost nurture the personal and academic development of each pupil. The teaching staff comprises 70 full-time and 24 part-time staff in the Senior Schools; there are a further 22 full-time and 4 part-time teachers in the Junior School. Teachers are hired for their subject expertise with the expectation that they will also provide outstanding pastoral care to our pupils, for which we are renowned. Teaching groups are smaller than the maintained sector, typically beginning with junior school classes of between 15 pupils (EYFS and Key Stage 1) and 20 pupils (Key Stage 2), increasing to no more than 24 pupils per class in Years 7-11 and averaging 10-12 at Sixth Form.

At Dame Allan's, teachers inspire pupils to aim high through excellent teaching, employing creativity and dynamism in the classroom with sharing of practice and collaborative working among staff. Our facilities, resources and positive, pupil-first ethos make for a happy working and learning environment.

Teachers are paid on our own Dame Allan's pay scale which is more than the national scales. School holidays are longer than those in the state sector. Free school lunches are offered to staff during term-time and staff rooms have complimentary refreshments. All teachers are provided with their own Chromebook. Our staff well-being programme includes an annual health assessment, on-site nurse and fitness classes.

Teaching staff are enrolled in the Teachers' Pension Scheme and receive a generous discount on school fees. We expect our teachers to be committed to their own professional development and as such provide ample opportunities for CPD.

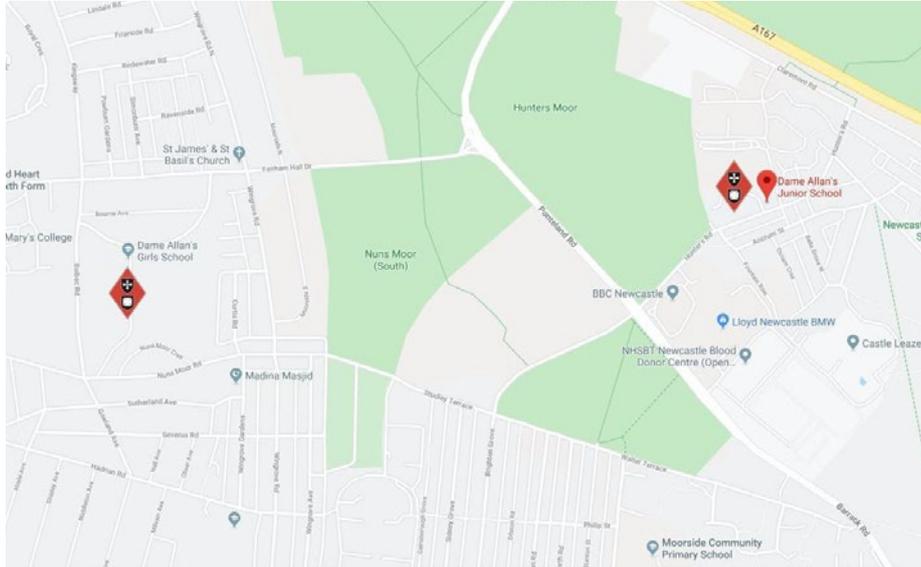
## The Principal's expectations of all teaching staff:

- ◆ Demonstrate a passion for your subject and promote this positively through your teaching, striving for excellence in your own knowledge and practice, expecting the same from every pupil.
- ◆ Remain reflective in your teaching, seeking continuous professional development and being open to changes in the wider profession, sharing your work with others and adapting their ideas to enrich your own.
- ◆ Regularly evaluate your teaching practice as part of a professional review process.
- ◆ Plan, prepare and deliver highly effective lessons to promote excellent pupil progress.
- ◆ Regularly set, mark and provide effective feedback on classwork and homework to promote pupil progress.
- ◆ Differentiate work to ensure inclusion and drive aspiration for all pupils including those recognised as more able, gifted and talented.
- ◆ Maintain a safe and effective working environment, and promote positive values and behaviours in pupils.
- ◆ Be vigilant and consistent in ensuring that pupils are always safe and secure, in line with the Schools' safeguarding policy.
- ◆ Liaise with parents when appropriate and attend all relevant parents' evenings.
- ◆ Complete reports to a high standard and according to school guidance.
- ◆ Attend training days, departmental meetings, and whole school meetings and briefings as directed. This is in addition to Open Days, Speech Day, Carol and Founder's Day Services.
- ◆ Undertake cover and invigilation duties, and supervise pupils in accordance with the staff duty rota.
- ◆ Understand and follow department policies, programmes of study and schemes of work.
- ◆ Contribute to the development of departmental resources and work to support the department head.
- ◆ Have secure and up-to-date knowledge of examination board requirements.
- ◆ Fulfil the role of form tutor.
- ◆ Contribute to the Schools' co-curricular programme in areas such as sport, drama, music, clubs, etc.





Excellence. Stability. Happiness. Est 1705.



### Directions to our Senior School

Fowberry Crescent, Fenham, Newcastle upon Tyne, NE4 9YJ - please use this postcode for initial sat nav assistance.

There is an unofficial one-way system in place on Fowberry Crescent. We suggest that you enter Fowberry Crescent from the Fenham Hall Drive entrance opposite St James' and St Basil's Church. Unfortunately there is no parking available on site, so please park on the surrounding residential streets, with respect to the neighbours. Upon arrival, please come to the main school Reception to be greeted.

### Directions to our Junior School and Nursery

Hunter's Road, Spital Tongues, Newcastle upon Tyne, NE2 4NG - please use this postcode for initial sat nav assistance.

The school is well sign-posted at the entrance. Once you turn into the school site, please use the car park to the right side of the green gates and walk up to the school.



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