

Dear Applicant

Thank you for requesting details of the post of Junior School Head at Newcastle High School for Girls. I hope that the enclosed information will encourage you to apply for this vitally important and high-profile position as a leader in our successful and happy school and our Junior School's primary representative in the wider community. You will also find the School offers a very pleasant and supportive atmosphere in which to work.

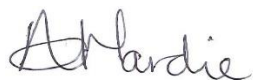
I regard every member of staff as extremely important. It is essential that anyone joining Newcastle High School for Girls has the ability and drive to help us improve further by participating wholeheartedly in all aspects of school life and promoting our ethos.

We are all committed to helping every individual in the School, both staff and pupils, achieve their full potential. We have a thorough Induction Programme for all staff and the Staff Room is lively and welcoming.

Extensive building and refurbishment programmes in recent years mean that both our Senior and Junior School sites have some of the most impressive school facilities in the region and, indeed, the UK.

I do hope that you will apply for this post. Newcastle High School for Girls is a wonderful School in which to work and this is an exciting opportunity. I look forward to hearing from you.

Yours faithfully



Mrs A Hardie
Head

About the School



Newcastle High School for Girls (NHSG) is an independent, academically selective school for over 660 girls aged 3-18. The School comprises Early Years, Infants, Juniors, Seniors and Sixth Form who work as one to create Newcastle High School for Girls' distinct family-feel culture.

In September 2014, Newcastle Church High School and Central Newcastle High School merged to become Newcastle High School for Girls GDST. Founded in 1872, and 1876 respectively, both predecessor schools were established to offer girls an exceptional education and to ensure girls and young women could have an equal place in the world. Their success is noted in the education of thousands of girls from the North-East of England who passed through their doors and whose trailblazing spirit is, today, at the forefront of Newcastle High School for Girls' vision and mission.

When Newcastle High School for Girls was formed in 2014, there was a determination to reflect the School's roots, which are so firmly planted in the city and surrounding area. The School's iconic seahorse logo reflects the Newcastle city crest and symbolises the School's strong links with Newcastle and the surrounding area.

Academic rigour and exceptional teaching and learning are at the heart of an NHSG education. The school offers an exciting curriculum delivered by inspirational teachers who are experts in the ways that girls learn best. This doesn't stop at the classroom door. A vibrant and extensive co-curricular programme ensures that each girl has the opportunity to learn new skills, broaden her horizons and have fun along the way. The strong community and warm atmosphere created by the all-girl ethos provides the perfect environment for girls to gain confidence and excel. This is further enhanced by the School's first class facilities, designed specifically with girls in mind.

The School is a member of the Girls' School Association (GSA) and The Heads' Conference (HMC).

Aims and Ethos

Vision

Our vision is to be champions of excellence in all-girls education, empowering girls to be leaders, trailblazers, and world shapers.

Mission

Newcastle High School for Girls is committed to offering an outstanding all-girl education from age 3-18, that promotes happiness and well-being, allowing every girl to flourish academically. NHSG is an environment where girls learn without limits, supported by the opportunities arising from being part of the GDST family.

The NHSG Pupil Learning Characteristics (the 8 Cs)

- Creative: innovative and able to 'think outside the box'
- Caring: considerate of their own needs and the needs of others
- Composed: poised and self-controlled
- Communicative: expressive and able to convey their ideas in an articulate manner
- Courageous: willing to embrace new opportunities, with the strength of character to do the right thing. Able to learn from setbacks that are encountered. Possesses a strong sense of justice and is willing to stand up for others in the face of adversity
- Confident: self-assured and believes in her abilities
- Curious: inquisitive, with a strong desire to further their learning
- Collaborative: works effectively with others and enjoys being part of a team

Early Years and Junior School

Situated within the Junior School in Sandyford, girls begin their journey at NHSG in Nursery and Reception. Girls flourish when they can explore, investigate, and engage with the world around them, following their own interests and developing new exciting ones.

In Early Years, girls follow the educational programmes set out within the Statutory EYFS Framework. Communication and language, and physical, personal, social and emotional intelligence are prioritised from day one. Through the School's bespoke curriculum, based on high quality texts and creative stimuli, girls learn to understand the world and express themselves artistically.

The curriculum is enriched with specialist teaching in Forest School, Music, Spanish and PE. The exceptional facilities mean that girls learn through a wide range of multisensory experiences in indoor and outdoor learning, making learning fun and memorable. Mandarin is also taught by specialist staff from Year 2, and in Years 3 and 4, girls start their days at Senior School once a week, benefitting from the expertise of the Senior School PE team and making use of the excellent sport facilities.

By Year 5, this is extended to a whole morning, and in Year 6 a full day is spent in Senior School each week, with lessons in PE, Spanish and Science. This allows girls to grow in

confidence within the Senior School environment, ensuring a smooth and happy transition into Year 7, when the time comes.

Senior School

Situated on Tankerville Terrace in Jesmond, surrounded by mature trees and plenty of outdoor space, the school campus fuses the traditional with the contemporary to create a first class learning environment.

In Key Stage 3, pupils follow a broad curriculum that extends academic skills and knowledge. In addition to separate Sciences, English, Maths, Computing and Humanities subjects, girls study two foreign languages, Classics/Latin, PE, Dance, Drama, Art and Music. All pupils follow an extensive Personal, Social and Health Education programme which will support pupils in the challenges of modern day living and understanding of the wider world. In addition, there are existing plans to extend the Design and Technology curriculum in 2024.

In Key Stage 4, at GCSE, pupils continue to study a breadth of subjects and are supported in selecting the best possible pathway for their own strengths. As well as the core subjects, girls can choose from a range of humanities, languages, computing, PE, Food Technology, Art, Drama, Dance and Music. From September 2024 they will also have the option of Business Studies at GCSE.

Sixth Form

Intellectual development and a love of learning are at the heart of the offer at Sixth Form which provides the ideal bridge between the final years at school and the world beyond. The superb facilities and resources are outstanding, and in Sixth Form, there is plenty of space for independent and private study.

Every pupil is encouraged to follow their own pathway and passions. Pupils typically select three subjects at A Level, with some taking four, and then as part of the wider academic enrichment programme including the recently introduced Life 360 programme which prepares girls for life beyond school. They also embark upon the highly prized Extended Project Qualification (EPQ) or a Gold Arts Award.

Activities beyond the classroom extend academic studies even further through high quality trips, workshops and talks from inspiring speakers. Leadership, enrichment and co-curricular programmes are designed to broaden horizons and develop new skills that will enhance the pupils' Sixth Form experience and NHSG's substantial links with local and regional universities and businesses serve to expand the range of opportunities even further.

Beyond the Curriculum

The co-curricular programme across the Junior and Senior Schools offers a vast range of clubs and activities and fulfils NHSG's aim of allowing girls to explore the world around them. Whether it be sport or music, coding, or chess, through House activities or planning a charity campaign, girls' days are filled with purposeful endeavours.

The facilities support an exciting co-curricular programme. The Junior School occupies five acres of grounds with astro turf surfaces, and the Senior School has a full-sized all-weather England Hockey approved pitch on-site, in addition to two sports halls, a fitness suite, mini-astro and hard courts. The Brandling site at Senior School also provides excellent facilities for the performing arts and sports, including a performance studio, recital room, recording studio, practice rooms and 'The Space' which is used for drama lessons and rehearsals.

Academic and Creative extension programmes are delivered in both Junior and Senior School including: -

Bright Sparks

Bright Sparks has a strong focus on developing a further interest in academic and STEM subjects for girls in Years 1 to Year 6. This programme is tailored to capture girls' imagination and ignite natural curiosity, and delivered in Humanities, Science, Technology, Maths and Communication.

Creative Sparks

This element of the co-curricular programme focuses on the creative arts and outdoor learning, focusing on Art, Dance, Textiles and Forest School.

Alongside an array of clubs and activities, the Bright Sparks programme is designed to stretch young minds, and the Creative Sparks programme allows daughter's imaginations to be ignited further.

Proten

In the Senior School, Proten has been designed to inspire and stretch pupils intellectually and culturally. The programme covers a broad range of subjects, from feminism to philosophy, STEM to economics – the programme varies to ensure it remains exciting and relevant.

Pastoral Care

NHSG is committed to creating a warm and caring environment in which girls can feel safe and happy and able to learn to their very best ability. The pastoral ethos underpins, supports, and nurtures NHSG's aim of developing the girls' learning characteristics in line with the School's 8 Cs.

From Nursery through to Sixth Form, girls are actively encouraged to take a positive approach to wellbeing and healthy living through the PSHE curriculum and the strong pastoral team, ensures every girl is nurtured, encouraged, and challenged to become the best version of themselves.



Overview - The role of Junior School Head



The next Head of Junior School at Newcastle High School for Girls GDST will be expected to build on Junior School's outstanding reputation and educational provision. A visionary and forward-looking approach and a strong belief in the value of girls' education are therefore essential.

Working under the direction of the Head, the post-holder will be expected to contribute to the sharing of educational innovation and ideas across the GDST network.

They will take up a place on a highly effective Senior Leadership Team, led by the Head, currently comprising: -

- Head
- Senior School Deputy Head Academic
- Senior School Deputy Head Pastoral
- Head of Junior School
- Director of Sixth Form
- Director of Finance and Operations
- Director of Marketing and Communications

Specific responsibilities include: -

Educational Leadership

- Creation of a stimulating academic community, encouraging enquiring minds and the development of lifelong learning skills.

- Promotion of excellence and innovation in teaching and learning within Junior School to ensure both excellent academic progress and the creative, physical, spiritual, and social development of the pupils.
- Provision of a safe and secure environment that safeguards the well-being, health and safety of the pupils and staff.
- Selection, appointment and development of Junior School teaching and support staff.
- Evaluation of the standards of teaching and learning across Junior School, ensuring that high standards of professional performance are established, appraised, and maintained.
- Promotion of self-discipline, good behaviour, and a positive approach to learning.
- Pro-active promotion of girls' education and of teaching and learning strategies that focus on girls and how they learn best, both within the school, the wider GDST community and beyond.

Strategic Leadership

- Work alongside the Senior Leadership Team and with GDST colleagues to share educational ideas and best practice to help the GDST deliver its strategic aim of leading girls' education.
- Oversee the Junior School budget and ensure that Junior School is operating within it.
- Work alongside the School Governing Board (SGB) to ensure it is fully briefed on all Junior School relevant matters.
- Working with SLT and Marketing team to contribute significantly to the reputation and promotion of the Junior School to meet (grow) pupil roll and aligned to the whole school strategic development plan.

Communications

- Personally promote the interests and reputation of the school and the GDST, nationally and in the local community.
- Ensure good communication between the Junior School and parents of current and potential pupils.
- Maximise the opportunities offered by collaboration across the GDST for staff and pupils and maintain the school's national and international perspective.

About you

The preferred candidate will be a real champion of girls' education and will possess the following skills, experience, and qualities:

- Empathy and commitment to independent education.
- High-level thinking skills, emotional intelligence, and sound judgement.
- Excellent academic credentials and experience in high-performing schools.
- Sound understanding of the importance of mental wellbeing for pupils and staff.
- Experience of leading and managing people, including Junior teaching staff.
- Experience of developing high-performing teams.
- Excellent written and oral communication skills.
- An innovative outlook and collaborative, 'can-do' approach.
- Integrity and independence of thought.
- Energy, confidence, dynamism, stamina, and an optimistic outlook.

Remuneration

The GDST offers a competitive salary scale.

The starting salary will be in accordance with the successful candidate's experience and qualifications.

Membership of the GDST Flexible Pension Plan.

A structured induction programme, including coaching, mentoring and ongoing personal development opportunities across the GDST network.

Past pupils and staff are automatically members of the GDST Alumnae Network. This network of contacts and support promotes professional and social networking across the GDST and beyond.



About the Girls' Day School Trust



The Girls' Day School Trust is the UK's leading group of independent girls' schools, with 23 schools and two academies throughout England and Wales. The GDST educates 20,000 students and employs 4,000 staff.

The GDST Family has four core values:

- We always put girls first.
- We are fearless, never afraid to think differently.
- We are forward-thinking, embracing change.
- We are a family, collaborative and supportive in pursuit of our missions.

GDST schools are global leaders in girls' education, backed by the expertise and resources of the Trust, with decades of experience.

We bring teachers the latest ideas, innovations, and insights in education. We invest in new facilities, and we encourage collaboration between schools, so that everyone benefits from each other's insights.

We nurture a culture of diversity and inclusion where every person is valued and supported. We are a family of schools where everyone feels that they belong.

With a team of central experts, we also help schools with finance, fees, governance, HR, legal, marketing and maintenance.

For Junior Heads, there are multiple opportunities to come together with the GDST and other Junior Heads throughout the academic year. We also offer bespoke training to Junior Heads as part of our career development programme.

If you would like more information on the GDST's difference, please visit:

<https://www.gdst.net/>