

Norton St Nicholas



CE VA Primary School

Dear Applicant,

We are delighted that you are considering whether you could become our next Headteacher.

Our vacancy has arisen due to our current Headteacher wishing to broaden his experience. Having led our school for nearly 10 years, he is moving into developing Church of England schools at Diocesan level. We are therefore looking to appoint someone who will continue building on the values established in the school as well as identifying new ways of developing the children, staff, curriculum and environment in which we all work.

Norton St Nicholas is a friendly one form entry C of E VA school (with nursery) of around 220 enthusiastic children and dedicated staff, governors and parents. We are situated in the parish of Norton on the north-eastern edge of Letchworth Garden City and have a deservedly strong reputation within the local community.

We are a school which puts its Christian ethos at the heart of all of its efforts and development. We have achieved a 'Good' from Ofsted and an 'Outstanding' from SIAMS in our last inspections, and as a community we are willing and able to move on to even greater things.

We believe passionately that every child is unique, and that our role is to help them develop their potential and live life to the full so they may lead happy, caring and successful lives. To achieve this, our school and church community are seeking a dedicated person who will be a fantastic example of positivity, motivation and excitement in education.

The Governing Body are proud to be a part of the leadership team of this school and look forward to working with our new Head in developing the school and all of the people within it.

We trust you will find our information pack helpful and that it will provide a useful introduction to our school. We look forward to receiving your application and wish you well in your search for the next step in your career.

Yours faithfully

**Keith Taylor
(Chair of Governors)**

**Natalie Willbe
(Chair of Governors from 30th September)**

Our school



Norton St Nicholas School is a Church of England (VA) primary school which has about 220 children aged 4 to 11. It's a single-form entry primary school, with a nursery that loves to nurture, inspire and develop an additional 20 or so young children. Our school is popular and well thought of locally; it is always oversubscribed.

The school is located on the north-eastern side of Letchworth Garden City. The parish is primarily suburban with some agriculture. In terms of diversity, 93% of the population is white British and 96% have English as their first language. Though unemployment is relatively low, the area does have a number of families who need extra socio-economic support.

We enjoy close links with the Parish of Norton and the Diocese of St Albans. The school and parish see themselves in active association, an extended community, together at the heart of the Church's mission to the community. In pre-pandemic times, we would join together for Harvest Festivals, Christmas, Easter and Leavers' services, regular worship assemblies led by congregational members and fundraising events. We look forward to doing so again when it is safe.



Our school

Norton St Nicholas School is rated as 'Good' by OFSTED and 'Outstanding' by SIAMS. The school places a strong emphasis on teaching and modelling Christian values. As a Voluntary Aided school a number of the governors are PCC or Diocese appointed.

The school was established over 150 years ago and has evolved into a mixture of modern and traditional buildings, which offer a range of opportunities and facilities around the site. Externally, the school has a large playing space with a field, a playground with an activity trail and climbing wall, an environmental study area with a pond, and a dedicated Willow Chapel.



Within the school, in addition to the main classrooms, ICT suite, school hall and dining hall, there is also a recently refurbished and restocked library, kindly funded by SNAPS (our parent and teacher association). Children work in a purposeful and relaxed environment where the emphasis is placed upon the development of the individual: creatively, academically, physically, socially and spiritually.



Our vision

We're passionate about building a flourishing community:

- **A modern and creative learning environment**
- **Creative, passionate and respectful learners who make good progress**
- **A well-motivated and professionally developed staff team**
- **A well-renowned community school linked to wide ranging communities**
- **Built on Christian values**

Our mission

To educate and nurture our children, recognising their uniqueness, inspiring them to reach their full potential and enabling them to live a caring and successful life, guided by God's Love.

Our values

In the summer of 2019, pupils, staff, parents and governors undertook a review of the school values. We identified several key values that underpin our ethos and are at the core of all we do. Our seven school values are:

Courage

Forgiveness

Honesty

Love

Respect

Thankfulness

Wisdom

All our values are grounded in our Christian character.



Our Parish



St George's Church

This is the parish church for Norton and is situated a little walk from the school. It was built in 1964 and enjoys a unique design. The most striking features include the 120 foot spire and the sculpture of the Ascending Christ in the Sanctuary.



It is used regularly for our Sunday and weekday worship. Pre-pandemic we held School services here as it is big enough to accommodate all of the children together with their parents.

St Nicholas Church

This is the historic village church and the oldest building in Letchworth. Although it is used for regular Sunday worship it is very small. Pre-pandemic the children would worship here but would be divided into two groups as the building is unable to accommodate everyone at once. It is used as a resource for RE lessons as it is literally opposite the school buildings.



Letchworth Garden City

Letchworth Garden City was founded in 1903 as the World's First Garden City. It also boasts the oldest roundabout in the UK! Originally founded on the principles of Ebenezer Howard, the town has developed considerably over the last 117 years and now has a population of over 33,000.

Housing estates have regularly developed around the town including near the school.

Letchworth town centre has a restored independent cinema and theatre, a number of restaurants, a brewery and several pubs. The town also has a library and a range of shops including a Christian bookshop, as well as a thriving independent (and newly co-operatively owned) secular book and record shop.

The Settlement is an adult education centre and runs a number of events for the local area. Norton Common is just over a mile from Norton St Nicholas school and offers nearly 26 hectares of beautiful woodland walks, tennis courts, play equipment, a bowling green and an open air swimming pool. Most major supermarket brands are within easy reach.

Letchworth is on the A1(M) accessible at Junctions 9 and 10. Letchworth Station provides fast train access to London, approximately 30 minutes to King's Cross .

Further afield there are theatres in both Hitchin and Stevenage and plenty to explore in those towns and Baldock.



...forward thinking

...visionary

...part of the team through thick and thin

...collaborative

...constantly visible throughout school

...driven

...adaptable

**The staff
would like
our new
Headteacher
to be...**

...encouraging

...positive

...supportive

...approachable

...passionate

...a good people person

...caring

...someone who values the work life balance of staff

...keen to maintain/develop the current ethos of the school

...someone who creates an environment of support and encouragement

...inspiring to our school community as a centre of excellence with a Christian ethos

...someone who interacts with children

...forgiving

...kind

...fun but firm

...caring

...good at doing exciting assemblies

...thankful

...encouraging

...respectful

...helpful

...loving

**The children
would like
our new
Headteacher
to be...**

...able to deal with conflicts

...keen to improve the school

...someone with lots of ideas for the school

...a person who you can talk to easily

...interested in our lives beyond school

...someone who thinks of new ways to do things

Data

There are currently 219 children on roll with an additional 21 children in our Nursery.

33 children are on the SEND register and receive support, including three children who have an EHCP with an additional two children being assessed for an EHCP.

28 children (including 21 receiving FSM) are eligible for PPG

Generally, children exit reception class with a GLD in line with the national average and progress well through the school with KS2 results in line or above national averages.

Attendance (pre-lockdown) - 96.2%

2019 Headline Data:

73% of children in reception achieved a GLD.

80% of children passed the Phonics Screening Check in Year 1.

At the end of KS2 90% of children achieved the expected standard in reading, 83% in writing and 83% in maths with 72% of children achieving ARE in Eng and Ma combined.

Thank you for taking an interest in applying for the headship of our school. We hope you have found this information helpful and that it has given you a small taste of the delightful things that happen here.

If you feel you could be the next uplifting Headteacher for our community then please fill in the relevant application form and send it in.

**Further information about the school is available on our School website:
<https://www.nortonstnicholas.co.uk/>**

**Applications need to be sent to
leadership.recruitment@hertsforlearning.co.uk
by 9am Monday 5th October 2020**

Shortlisting will be on Wednesday 7th October 2020

Interviews will be on Wednesday 21st October 2020