



**Pioneer**  
Teaching School Alliance



**EXECUTIVE  
HEADTEACHER  
Recruitment Pack**



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## Welcome from the Chair of Governors

### Harrison Primary School

*'Lifelong Learning, Open Minds'*

Dear Applicant,

Thank you for your interest in becoming our next Executive Headteacher.

Our current Executive Headteacher, Carolyn Clarke, is retiring at the end of this academic year after 17 years at the helm, during which time significant improvements and developments have taken place. There is now a great opportunity for a dynamic and outward-thinking person to lead our school community into the future.

We are an Outstanding School, a very successful Teaching School and run a successful SCITT programme. We are proud of our level 2 UNICEF 'Rights, Respects, Responsibility' ethos, our Pupil Voice, as demonstrated via our 'Children as Decision Makers' team, and our focus on supporting every child within our school community to achieve.

We can offer the successful applicant an engaged and supportive Governing Body, along with dedicated, professional and aspirational staff. In turn, we are looking for a truly inspirational leader who can take our professional and motivated team to new heights of teaching and learning, school to school collaboration and outstanding achievement.

I hope you find this pack useful. To give you a flavour of our school and wonderful children, please visit our website at: <http://www.harrisonprimaryschool.co.uk/>

Visits to our school are warmly welcomed and can be arranged via email to: [l.frankland@harrison.hants.sch.uk](mailto:l.frankland@harrison.hants.sch.uk)

I look forward to meeting you.

Ann Williams

*Chair of Governors  
Harrison Primary School*



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Headteacher  
**Carolyn  
Clarke MA**



## Copy of advertisement

### Harrison Primary School, Fareham, Hampshire

#### Executive Headteacher



- **Closing Date:** Thursday 19 Jan 2017 (Noon)
- **Interview Date(s):** Thursday 02 Feb 2017, Friday 03 Feb 2017
- **Job Start Date:** Friday 01 Sep 2017
- **Contract/Hours:** Permanent, Full-time
- **Salary Type:** Leadership Scale
- **Salary Details:** The indicative pay salary is set at £63,009 to £84,957, which includes a 15% uplift
- **Hours of Work:** Full Time
- **Location of Role:** Harrison Primary School
- **Contact e-mail address:** [eps-recruitment@hants.gov.uk](mailto:eps-recruitment@hants.gov.uk)

#### **Lifelong Learners – Open Minds**

*“What you have achieved in your school... has been outstanding. I wanted to congratulate you and your team on all the hard work which is so clearly visible around the school. You are....creating an environment within which the pupils within your care can thrive.”*

*Regional Director of Ofsted, 2014*

**Harrison Primary School** is a uniquely placed teaching and learning environment within Hampshire which has been a consistently high performing school for a number of years. Due to the retirement of our current Executive Headteacher, the Governing Body are looking to recruit an inspirational leader to drive the school forward. With the combination of being an Outstanding School, leading a Teaching School Alliance and running a SCITT programme, our next Executive Headteacher will require resilience, determination self-awareness and patience to take on this challenge, but they will be supported by a fully engaged Governing body and an amazing team of professionals.

**To continue to make this school a leading example of teaching and learning, our new Executive Headteacher will need to:**

- Be a good communicator at all levels, engaging the whole school community to achieve
- Provide inspirational leadership, through example, creativity, clarity of vision, resilience and integrity
- Secure excellent teaching outcomes, providing a rich curriculum promoting pupils’ well-being
- Create and champion an outward facing culture, embracing and embedding proven best practice yet seeking innovation in the best interest of achieving excellence
- Be analytical in their understanding of what works for each pupil

**We have identified the following focus areas for our Executive Headteacher during the next part of our journey:**

- Every pupil will achieve and make the best possible progress at our school
- Providing a highly valued and effective Teaching School Alliance and Initial Teacher Training Programme with our partner schools
- Sustaining outstanding outcomes for our learners in all key areas
- Having clarity and vision around what the school needs to do to improve and move forward

**The School will offer the new leader:**

- A full induction program in partnership with the Local Authority
- The support of a committed and supportive Governing Body
- An amazingly talented, motivated and passionate team of professionals
- Opportunities to further develop your already considerable, personal skill set
- A wonderful community of children who never cease to amaze

**I love Harrison because...**

"...it is a joyful and happy place which makes people smile and the teachers are the best." E.B. aged 8

"...of Fish and Chip Friday." H.B. aged 6.

**Are you up to the challenge? We look forward to hearing from you soon.**

**Application Procedure**

Visits to the school are warmly welcomed. Please contact **[I.frankland@harrison.hants.sch.uk](mailto:I.frankland@harrison.hants.sch.uk)**  
For further details and an electronic application pack, please contact Education Personnel Services by email **[eps-recruitment@hants.gov.uk](mailto:eps-recruitment@hants.gov.uk)**  
Applications will need to be returned to Education Personnel Services, electronically to **[eps-recruitment@hants.gov.uk](mailto:eps-recruitment@hants.gov.uk)**

*Harrison Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.*

## Role Profile

# Harrison Primary School Executive Headteacher

## Summary Job Description and Key Tasks 2016

### Job Title: Executive Headteacher

The Contract of Employment between the Governing Body and the Executive Headteacher will be the current Contract of Employment for an Executive Headteacher. The job description can be amended at any time, following consultation between the Executive Headteacher and the Governing Body and will be reviewed annually.

### Salary Scale:

The Governing Body have determined that this post should be paid on the 2016 Hampshire agreed pay scale. Harrison Primary School is a group 4 school although because of its size and the uniqueness of this role ( incl. Teaching School and SCITT) the Leadership range is payable as of a group 6 school. Governors have set the **Indicative Salary Range from £63,009 to £73,876 (with the potential for a 15% uplift)**. This equates to the following points on the **Hampshire Leadership Range: LDR 40 – LDR 53**

### General job expectations and accountabilities:

The Executive Headteacher is an employee of the Governing Body and is required to carry out his/her professional duties in accordance with the terms and conditions of the current School Teachers' Pay and Conditions Document and relevant employment legislation.

### Responsible to:

The Governing Body of Harrison Primary School.

### Key responsibilities:

Safeguarding: The post holder is responsible for ensuring that all school and county child protection policies are adhered to and concerns are raised in accordance with these policies.

Financial Management: Advising the Governing Body on the school's annual budget and the budget revision as appropriate, as well as being responsible for the day-to-day running of the budget at Harrison Primary School.

National Standards of Excellence for Headteachers: The Teachers' Standards, including the Personal and Professional Code of Conduct which applies to all teachers, provide a foundation upon which the National Standards of Excellence for Headteachers standards are built. These standards are intended as guidance to underpin best practice, whatever the particular job description of the headteacher. They are to be interpreted in the context of each individual headteacher and school, and designed to be "relevant to all Headteachers, irrespective of length of service in post".

**The Governors of Harrison Primary School** intend that the standards are used to shape the Executive Headteacher's own practice and professional development, within and beyond the school and inform their appraisal. As such we expect the Executive Headteacher to:

1. Be a lead professional and significant role model within the community they serve.
2. Embody values and ambitions that drive the achievements of the school.
3. Be accountable for the education of current and future generations of children
4. Exhibit leadership that has a decisive impact on the quality of teaching and pupils' achievements

5. Lead by example the professional conduct and practice of teachers in a way that minimises unnecessary teacher workload and leaves room for high quality continuous professional development for staff.
6. Secure a climate for the exemplary behaviour of pupils.
7. Set standards and expectations for high academic achievement within and beyond the school, recognising differences and respecting cultural diversity within contemporary Britain.

The National Standards of Excellence for Headteachers are set out in four domains and within each domain there are six key characteristics expected of the nation's Headteachers. These domains are:

- *Qualities and knowledge*
- *Pupils and staff*
- *Systems and process*
- *The self-improving school system*

#### **Focus areas for Executive Headteacher**

We have identified the following focus areas for our Executive Headteacher during the next part of our journey:

#### **Key Focus 1:**

**We expect every pupil to achieve and make the best possible progress at our school.**

#### **Key Focus 2:**

**As an outstanding school, we expect to sustain outstanding outcomes for our learners in all areas.**

#### **Key Focus 3:**

**We are committed to providing a highly valued and effective Teaching School Alliance and Initial Teacher Training programme with our partner schools.**

#### **Key Focus 4:**

**Having clarity and vision around what the school needs to do to improve and move forward.**

These focus areas will be subject to a review, after appointment, with the governing body and Local Authority Leadership and Learning Partner to ensure that they remain the priorities for action.

#### **Links to application process**

Your application statement should refer to these key focus areas and illustrate your relevant experiences, achievements and skills in respect of them.

## Person Specification

The application statement should refer to the candidate's consideration of these relevant experiences, achievements, and skills and in relation to the four key focus areas described in the job description (NB specific reference should be made to *italicised* elements wherever possible)

<p><b><u>Core professional qualifications and experiences:</u></b></p> <p><u>Essential:</u></p> <ul style="list-style-type: none"> <li>• Is a qualified teacher with Qualified Teacher status.</li> <li>• Has significant successful leadership experience at Headteacher/Head of School/ Deputy Headteacher level.</li> <li>• Has evidence of further professional experience and/or study.</li> <li>• Has experience in and across more than one school.</li> </ul> <p><u>Desirable:</u></p> <ul style="list-style-type: none"> <li>• Has knowledge and experience of working within a teaching school alliance or Initial Teacher Training.</li> </ul>	<p>Shortlisting evidence sought in application (A) or interview (I)?</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>
<p><b><u>National Standards of Excellence for Headteachers</u></b></p> <p>The following standards are those identified by the Governing Body as being the highest priority for this position and which we wish to see evidenced through the recruitment process.</p> <p><i>Candidate can identify their impact on outcomes for children through taking action in their previous leadership roles that demonstrates they:</i></p> <p><b><u>Domain one – Excellent Headteachers: qualities and knowledge:</u></b></p> <ul style="list-style-type: none"> <li>• Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.</li> <li>• Lead by example – with integrity, creativity, resilience and clarity – drawing on their own scholarship, expertise and skills and that of those around them.</li> <li>• Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.</li> </ul>	<p>Shortlisting evidence sought in application (A) or interview (I)?</p> <p>I</p> <p>I</p> <p>A</p>

<b><u>Domain Two – Excellent Headteachers: pupils and staff:</u></b>	Shortlisting evidence sought in application (A) or interview (I)?
<ul style="list-style-type: none"> <li>• Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils’ outcomes.</li> </ul>	A
<ul style="list-style-type: none"> <li>• Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils’ well-being.</li> </ul>	A
<ul style="list-style-type: none"> <li>• Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.</li> </ul>	A
<b><u>Domain Three – Excellent Headteachers - systems and process:</u></b>	
<ul style="list-style-type: none"> <li>• Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding all pupils and developing their exemplary behaviour in school and the wider society.</li> </ul>	I
<ul style="list-style-type: none"> <li>• Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.</li> </ul>	I
<ul style="list-style-type: none"> <li>• Welcome strong governance and actively support the governing board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance.</li> </ul>	I
<b><u>Domain Four – Excellent Headteachers: the self-improving school system:</u></b>	
<ul style="list-style-type: none"> <li>• Create outward-facing schools which work with other schools and organisations – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils.</li> </ul>	A
<ul style="list-style-type: none"> <li>• Challenge educational orthodoxies in the best interests of achieving excellence. Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.</li> </ul>	A
<ul style="list-style-type: none"> <li>• Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.</li> </ul>	I
<ul style="list-style-type: none"> <li>• Inspire and influence others – within and beyond schools – to believe in the fundamental importance of education in young people’s lives and to promote the value of education.</li> </ul>	I

## Hampshire Leadership Qualities and Behaviours

*Candidate can identify their impact on outcomes for children demonstrating that they:*

- Actively reflect on what works and what does not and uses the information to influence the way ahead and to make decisions.
- Think beyond the immediate situation, anticipates future possibilities, and implements new and enhanced strategies for improvement.
- Think in new ways about complex issues and their potential impact, demonstrating an inspirational drive and implementing change.
- Identify the best way ahead and demonstrate sound judgement based on a clear set of personal and educational values.
- Think and act in a fresh and informed way about the future role of school leaders, including the community and system-wide dimensions.
- Exhibit a natural curiosity and eagerness to take on new challenges, demonstrated by a desire to work beyond the boundaries and be responsive to feedback from a range of sources.
- Demonstrate emotional self-awareness and reflect on the impact of their behaviour on those around them.
- Influence and motivate others. Empower others and create leadership opportunities throughout their organisation and more widely.
- Shape and articulate a vision with clarity, inspire others with the vision and lead the organisation to the realisation of the vision through hard work and determination.
- Understand the principles of change and demonstrate the processes of managing change effectively; maintain a successful balance between operational and strategic activities.
- Hold high expectations and a passion for learning; recognise him/herself as a learner who needs a team approach for success and celebrates the achievements of all learners.
- Relentlessly raises the profile of learning with parents and carers, and secures their support for and commitment to engagement with learning.
- Holds him/herself and others to account for their responsibilities to improve and sustain performance whilst developing an effective working relationship with the governing body.
- Demonstrate confidence and courage in challenging situations; has emotional resilience.

Shortlisting evidence sought in application (A) or interview (I)?

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## Safer Recruitment

Harrison Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks.

**Data Protection Act 1998** – You should be aware that the information you have provided will be stored on Hampshire County Council’s secure database and will only be used to process your application. It will not be passed to any other organisation.



## Equal Opportunities

“The Governing Body of Harrison Primary School is committed to equality for all in the appointment, development, training and promotion of staff, and in all dealings with pupils and parents of the school. The Governing Body recognise the value of a diverse and inclusive workforce. This policy focuses specifically on the employment of staff in the school. The Governing Body and managers of the school will operate at all times within the requirements of anti-discrimination legislation and will promote equality positively in its staffing decisions. All decisions including advertising of vacancies, shortlisting, selection, induction, appraisal, training, development, promotion, terms and conditions of employment, dismissal and pay will be based on an objective and fair assessment of need. The only personal characteristics to be taken into account will be those which are necessary for the requirements and proper performance of the work involved. There will be no generalised concepts or assumptions about the characteristics of particular groups.

All staff will have a right, through the agreed procedures, to challenge any decision or action which they believe to be in breach of these principles. Any member of staff who knowingly contravenes the policy may face disciplinary action.”

## Key features of Harrison Primary School



Harrison Primary School is a friendly, caring, family community, committed to achievement and sharing in the successes of each individual. We aim to ensure that all our pupils achieve their full potential and have high expectations of our children in all aspects of their development.

Our mission statement underpins all that we do to make our learning community successful:

### ***Lifelong Learners.....Open Minds.***

Our vision therefore is that. At our School all children will be taken on a journey of exploration which is challenging, creative and develops the delight to solve life's puzzles.



The main school was originally built in 1930 as a secondary school and became a primary school in 1978. The building has been adapted and developed to meet the needs of primary age children.

### **Harrison Primary is**

- three-form entry with 627 children currently on roll
- a popular school which is over-subscribed
- situated in the centre of Fareham with a mixed intake from both owner-occupied, rented and social housing
- welcoming and adapts its provision to meet the needs of all children
- well equipped and benefits from:
  - electronic whiteboards in every classroom
  - a food technology area
  - a music room/drama suite and practice room



- our well-stocked and fully computerised library
- two halls to host indoor games, gymnastics, drama and dance
- landscaped play areas, an adventure playground, tyre park and trails
- outside classroom
- areas for quiet sitting
- facilities for netball, football, tennis, hockey and athletics
- an environmental study area with pond, dipping platform and woodland trail

Our school is experiencing a changing demographic in its recent intake.

#### **Further information**

Further information about Harrison Primary School and the post of Executive Headteacher is available at <http://www.harrisonprimaryschool.co.uk/vacancies-1>. A short video containing discussions with some of our pupils can be viewed here. Additional information about the school is available via our Twitter feed **HarrisonPSchool**.

**We are very proud of Harrison Primary School  
and look forward to you visiting soon.**



## About our Teaching School



Harrison Primary School is a designated Teaching School and the lead school of **Pioneer Teaching School Alliance**, a network of schools based in Fareham & Gosport. As a teaching school, we are dedicated to ensuring all schools offer the best opportunities to young people in our community. We do this by supporting and maximising the use of talented professionals to raise standards and maximise outcomes. Our aims are simple:

- *Every school a great school*
- *Every teacher a good teacher*
- *Every learner a good learner*

### School to School Support

Harrison Primary was one of the first ten teaching schools chosen to deliver the core training for Specialist Leaders in Education (SLEs), and as a result, many heads and deputies from across the alliance have been trained as facilitators.

In addition to training SLEs from other alliances, Pioneer Teaching School Alliance has expert teachers and facilitators experienced in providing support to primary, secondary and special schools. Our accredited National Leaders of Education (NLEs), SLEs and National Leader of Governance (NLG) support schools at all levels.

School-to-school deployments are arranged for a set time and tailored for the specific needs of the supported school and the individuals who work within it. Research shows that both schools and individuals who are supported and those offering support benefit enormously gaining better outcomes for all.



“School to school support has made us reflect and challenge our current provision and also gave us the capacity to make real gains in a short time frame. As a result our leadership team are empowered to make a difference. Teaching School Associate support has empowered our LSA’s to deliver quality phonics”.

**Jill Roseblade, Executive Headteacher**  
**Siskin Federation**

“School to School support through partnership, sharing and developing excellence is helping to make my schools great.”

**Carol Walters, Executive Headteacher**  
**Northern Schools Federation**

“As a new headteacher following a difficult OFSTED, NLE support from Pioneer Teaching School was like a beacon of light that wrapped around me believing that we could and would move to success.”

**Karen Russell, Headteacher**  
**Newtown C of E Primary School**

## **CPD Programmes**

Pioneer Teaching School Alliance provides a range of CPD programmes for all levels of school staff. Our current offer includes Change<sup>2</sup> – a senior leadership programme, Lesson Study, OLEVI-accredited Outstanding Teacher Programme (OTP) and Outstanding Teaching Assistant Programme (OTAP), QTL programmes, our Middle Leadership Programme through to subject workshops and many more.

## **Further information**

Further information about Pioneer Teaching School is available at [pioneerteachingalliance.co.uk](http://pioneerteachingalliance.co.uk) and via our Twitter feed **PioneerTeach**.

## About Fareham and Gosport Primary SCITT



Harrison Primary School leads the Fareham and Gosport Primary School Centred Initial Teacher Training (SCITT). Working with 30 local partner schools, we are a dynamic, innovative group of expert practitioners with an enviable track record of proven excellence in training. We have created a distinctive programme of Initial Teacher Training, working with some of the best senior leaders and class teachers in the area. We have an invested interest in *'growing our own'* teachers, spotting talent and raw potential in local schools, then coaching and nurturing trainee teachers towards employment in local schools as excellent practitioners. The aim of the partnership is to provide the best possible opportunities across Fareham and Gosport to train to be a teacher in a school environment.

The one-year programme is full time, based at the Fareham and Gosport Primary SCITT, with the majority of time being spent working alongside an expert class based practitioner in a partner school. From the first day, trainee teachers are in the classroom, part of an established teaching team in a school. The training programme provides experience of teaching in early years, key stages one and two, and enrichment activities in both the secondary and nursery phases. Expert class teacher mentors and professional mentors (often senior leaders/Headteachers) support trainee teachers to develop and refine their teaching skills. All trainee teachers also undertake a second school placement, typically six weeks, which gives them the opportunity to extend their practice in a different setting, age range and context.

We work closely with the University of Winchester who provide expertise and support for the three academic assignments, (at Masters level) woven into the training programme. Trainee Teachers have access to the study facilities, including the library, at the University. Each Friday the group comes together at Harrison Primary School, or one of the Partner schools, for the taught elements of the comprehensive training programme which is facilitated by SCITT Lead Facilitators and expert school practitioners.



The training programme is designed to support trainee teachers to achieve Qualified Teacher Status (QTS). On successful completion of the programme trainee teachers are recommended for QTS by Harrison Primary School and awarded PGCE (Postgraduate Certificate of Education) by the University of Winchester.

It is the SCITT's responsibility to secure appropriate placements of quality for trainees' school experience. Partner schools have a commitment to the provision of high quality training and provision for Initial Teacher Training.

## Our Partner schools:

- provide a suitable setting and models of best practice for trainee teachers
- have effective policies for promoting and ensuring equal opportunities
- have appropriately qualified, experienced and trained staff to take on the roles of Class Teacher Mentor and Professional Mentor
- are fully involved in the SCITT Management Structure

“Fareham & Gosport SCITT provides real hands-on experience. If you truly want to learn how to be a teacher and understand how children tick, this is the programme for you.”

**Natalie Cotton - SCITT Trainee 2015-2016**

“I’m really excited to get started on SCITT training. I was working in a lab as a chemist last year and decided that I wanted to become a primary school teacher. So far it’s been great, everyone has been really supportive and friendly.”

**Aneelah Talukdar - SCITT Trainee 2015-2016**

### Further information

Further information about Fareham and Gosport Primary SCITT is available at [farehamandgosportprimaryscitt.co.uk](http://farehamandgosportprimaryscitt.co.uk) and via our Twitter feed [@FandGPriScitt](https://twitter.com/FandGPriScitt).



## About our town

Fareham is a market town between Portsmouth and Southampton on the south coast of England. It has a population of around 100,000 and benefits from an attractive waterside location and significant shopping complex.



The town has a documented history dating back to the Norman era and was once an important manufacturer of bricks (notably used to build the Royal Albert Hall, London) and a grower of strawberries. Commercial port activity continued until the 1970s and continues on a smaller scale. By the beginning of the 20th century, Fareham had developed into a major market town.

Current employment includes retail (including Fareham Shopping Centre with around 100 shops), small-scale manufacturing, and defence (with the Royal Navy's HMS Collingwood and the Ministry of Defence's Defence Science and Technology Laboratory nearby).

The town has easy access to attractive coastline and water sports are enjoyed by many residents. There is also the opportunity to venture into the South Downs or New Forest national parks, both of which are a short drive away.

### Socio-economic statistics:

- Fareham has a higher rate of home ownership, either outright or via a mortgage than the national average:

TENURE	FAREHAM	HAMPSHIRE	ENGLAND
Owned	39.2%	34.6%	30.6%
Mortgage	41.2%	36.9%	32.8%
Shared	0.6%	0.9%	0.8%
Social Rented (Council)	5.1%	4.8%	9.4%
Social Rented (Housing Assoc)	3%	9%	8.3%
Private Rented	8.4%	10.6%	15.4%
Other	1.6%	2%	1.4%
Rent Free	0.9%	1.2%	1.3%

- The town reportedly has 20% more Higher and Intermediate managerial, administrative or professional households than the national average.
- The UK Census of 2011 shows that Fareham has a higher level of residents born in the UK than the national average and a lower rate of residents either born in other EU countries or outside the EU.

COUNTRY	FAREHAM	HAMPSHIRE	ENGLAND
United Kingdom	94.4%	91.6%	86.2%
Republic of Ireland	0.4%	0.5%	0.7%
Other EU Countries	1.9%	2.6%	3.7%
Outside the EU	3.3%	5.3%	9.4%

- Fareham has a lower level of residents with either no qualifications or qualifications equal to 1 or more GCSE at grade D or below, than the national average. Fareham also has a high level of residents with a higher education qualification (level 4) than the national average.



## Education in Hampshire

Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.

Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing a supporting role wherever needed.

The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.

Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council.

With the County Office in Winchester, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of headteachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new headteachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other headteachers and LA colleagues.

Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff.

To find out more about Hampshire and what it has to offer, visit our website at [www.hants.gov.uk](http://www.hants.gov.uk). Hampshire has a lot to offer. We hope you will join us.





## Current Harrison Primary School Staff Structure

<b>Governing Body</b>															School Business Manager														
															Senior Admin Officer														
															Admin Assistant x 3														
															SCITT Admin														
<b>Total paid staff = 90</b> 1 Executive HT 1 Head of School 1 Deputy HT 2 Assistant HT 23 Class Teachers 1 T&L Lead Practioner 1 School Business Mgr 1 Senior Admin 5 Admin Assistants 26 Teaching Assistants 1 Site Manager 1 Assistant Caretaker 5 Cleaners 2 Snr Lunchtime Supervisors 18 Play Leaders 1 Librarian															Cleaners		Site Management			ICT Support			Librarian		Lunchtime Supervisor & Play Leaders			Teaching School Admin	
															<b>Executive Headteacher</b> Overall responsibility - leading and managing Harrison, NLE, Head of Teaching School, SCITT Accounting Officer														
<b>Head of School</b> Lead School, responsibility for quality of teaching and learning, standards and attainment. SCITT Director, DH of Teaching School with responsibility data for CPD, ITT, leadership programmes																													
<b>Deputy Headteacher</b> Responsibility for quality of teaching and learning, standards, attainment and assessment, curriculum, CPD, Year 6 Lead																													
<b>Assistant Headteacher</b> KS1, SMSC, standards and attainment, Year 1 Lead							<b>Assistant Headteacher</b> SENCO, standards and attainment, attendance																						
Foundation Skills Lead + CT		Yr 1 Lead (AHT)			Yr 2 Lead + CT		Yr 3 Lead + CT		Yr 4 Lead + CT		Yr 5 Lead + CT		Yr 6 Lead (DHT)																
Yr R CT	Yr R CT	Yr 1 CT	Yr 1 CT	Yr 1 CT	Yr 2 CT	Yr 2 CT	Yr 3 CT	Yr 3 CT	Yr 4 CT	Yr 4 CT	Yr 5 CT	Yr 5 CT	Yr 6 CT	Yr 6 CT	Yr 6 CT														
<b>Early Years</b>		<b>Teaching Assistants and parent support workers</b>																											
<b>SENCO</b> supported by SEN Admin, and designated staff for statutory support programmes, behaviour and TAs with responsibility for parent liaison, SALT, Nurture and Wave 3																													

**Current Pioneer Teaching School Alliance and  
Fareham & Gosport Primary SCITT Organisation Chart**



<b>Executive Headteacher - Accounting Officer SCITT Director of Teaching School</b>	
<b>Head of School - School SCITT Director, Director of Teaching School</b>	
<b>SCITT Programme Director</b>	
<b>SCITT Administrator</b>	<b>Teaching School Administrator</b>
<b>Fareham &amp; Gosport Schools and the Local Authority</b>	
<p><b>SCITT Partner Schools:</b></p> <ul style="list-style-type: none"> <li>• 35 Primary</li> <li>• 5 Secondary</li> <li>• 1 Special</li> </ul>	<p>Specialist Leaders in Education (SLEs) Local Leaders in Education (LLEs) National Leader in Education (NLEs) National Leader in Governance (NLG)</p>
<b>SCITT Strategic Board and Committees</b>	<b>Pioneer Strategic Board and Committees</b>

## Latest Standardised Pupil Outcomes

### KS2 Results for 2014, 2015 and 2016

	Reading		Writing		Maths		EGPS		R,W,M Combined	
	L4+	L5	L4+	L5	L4+	L5	L4+	L5	L4+	
<b>2014</b>	100%	80%	95%	36%	100%	57%	83%	50%	98%	
<b>2015</b>	99%	66%	98%	45%	99%	61%	95%	80%	99%	
	<b>Scaled Score 100+</b>	<b>Higher Scaled Score</b>	<b>Expected Standard +</b>	<b>Greater Depth</b>	<b>Scaled Score 100+</b>	<b>Higher Scaled Score</b>	<b>Scaled Score 100+</b>	<b>Higher Scaled Score</b>	<b>Expected Standard +</b>	<b>Greater Depth</b>
<b>2016 (not validated)</b>	95%	49%	97%	50%	98%	28%	93%	51%	95%	17%

### KS1 Results for 2014, 2015 and 2016

	Reading		Writing		Maths	
	L2b+	L3	L2b+	L3	L2b+	L3
<b>2014</b>	92%	42%	86%	26%	92%	37%
<b>2015</b>	95%	43%	92%	20%	93%	37%
	<b>Expected Standard +</b>	<b>Greater Depth</b>	<b>Expected Standard +</b>	<b>Greater Depth</b>	<b>Expected Standard +</b>	<b>Greater Depth</b>
<b>2016 (not validated)</b>	87%	24%	82%	17%	87%	17%

## Financial Summary

The school is responsible for three budgets, the main school budget, Pioneer Teaching School Alliance budget and the budget for the Fareham and Gosport Primary SCITT. The Executive Headteacher of the school is the Accounting Officer of all three budgets.

With 627 children on roll the school delegated budget including the pupil premium grant is in excess of £2 million.

The Pioneer Teaching School Alliance is currently supporting six local schools with the aid of grants from the National College and the DfE. This budget is maintained by a core grant and additional grants for various projects which are applied for. The Teaching School staff organise and deliver training and CPD across the region. The Alliance also has a grant for Research and Development with the Laurel Trust. This total budget for these activities is approximately £200k per annum.

We currently have thirty trainees on our SCITT programme, the majority are fee paying students but a proportion are funded School Direct placements. All are based in local schools and all are trained at Harrison Primary School on a weekly basis. The entire programme from recruitment, through training and to the recommendation for QTS are the responsibility of the SCITT directors and staff. The income budget for the Year 2016-17 which includes bursaries is approximately £300k.



## **Harrison Primary School**

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