

December 18

Dear Colleague

Thank you for your interest in becoming Headteacher of The New Rush Hall School. In the pack you should find much of the information you need to see if this is the job for you. However no job description or job pack can tell you what it feels like and has been like, creating The New Rush Hall Group (NRHG) over the last 25 years. I strongly recommend you visit the school before applying for the job. I really do believe it is one of the best jobs within Special Education in the country.

I have been blessed to work with many outstanding practioners across the full range of services within the group. In many ways this job is unique, the substantive post is as Headteacher of the school, but through a service level agreement with Redbridge LA, I also strategically line manage the Heads of all the other provisions. Yes at times the responsibility has felt daunting, but the rewards far outweigh that, and I believe we have enhanced the life chances of most of the children we have worked with.

All the provisions with the NRHG are well resourced, in a good state of repair and run within budget! However in recent years the impact of flat cash settlements has eaten into the school contingency budget, and this will need to be addressed in the near future. The school where I am based has exceptional facilities, including a first class ICT infrastructure with all staff and children having access to their own Macbook Air laptops, large grounds and a well-maintained building. The school is all-age, with 64 places KS2 - 4 and an Early Years Provision for up to 16 children who attend part-time. The school also houses the Behaviour Support Outreach Team.

As a Teaching School we are well placed in being outward-facing. We have the capacity to embrace change as we move towards a national funding formula and further academisation. We recognise that becoming an Academy is an option we must continue to consider and my own preference would be to create a Multi Academy Trust for the New Rush Hall Group, run on cooperative lines. Any potential change of school status will be dependent upon timing and it being in the best interests of the children and the school community. However it will be for the new Headteacher, in conjunction with the Governors, to make the final decision.

We need someone who loves working with children and can see them for what they can achieve and become, rather than judge them by their presenting behaviours. To do this job well you will need to be able to inspire staff and have the commitment, talent, skills and resilience to maintain and build on the outstanding practice and reputation of the school. I believe you will need to have credibility with you colleagues and the ability to keep calm and consistently make the right decisions when under pressure. You will work with a supportive

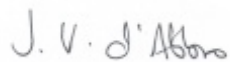
Head of School, Primary, Head of Secondary, staff team, Governors and colleagues from the wider Leadership Team of the Group.

Easter 19. Ideally I would like to work alongside the appointed Headteacher designate so as to facilitate a smooth transition into post, but any decisions around this will be made after the appointment. I am happy to discuss this post with you in person or over the phone and as stated earlier we would welcome candidates who wish to visit. Please phone the school on 0208 501 3951 to arrange this. Equally you can see the school and the group website for further details.

[www.newrushhallgroup.co.uk](http://www.newrushhallgroup.co.uk)

The closing date for applications is mid-day on Friday 25<sup>th</sup> January. Interviews and assessments will take place on Thursday 7<sup>th</sup> and Friday 8<sup>th</sup> February. If this is the job for you, we look forward to receiving your application.

Yours faithfully



John d'Abbro  
Headteacher  
The New Rush Hall Group