



Federation of Hamworthy
Primary Schools
APPLICANT PACK

Welcome to Hamworthy Primary Federation



Every Child - Every Day - Every Possibility

Our Federation consists of two schools -Twin Sails Infant School & Nursery and Hamworthy Park Junior School. Whilst both schools are unique and meet the needs of all children at different stages of their educational journey, we pride ourselves that we function as an all through Primary school.

We believe that every child deserves the very best education - and therefore every child is at the centre of all that we do.

Our ethos is valued by all of us and the shared belief we all have creates a happy school, where **every child** is valued, **every day**....and where we believe the opportunities we offer should provide our children with **every possibility** of a bright future.

We believe every child should develop key learning skills that will enable them to flourish at school and beyond. These are known as our 5Rs - and include being **responsible**, **reflective**, **resourceful**, **resilient** and **reciprocal** in their approach to learning. When children and young adults acquire these skills, they are enabled to have a growth mindset, a belief and ability to manage challenge, to persevere when the going gets tough and to be creative in their thinking when learning may not be easy the first time.



'Pupils flourish because of the strong relationships and support they receive from staff. The school has high expectations...Pupils show positive attitudes to their learning, work hard and achieve well...Staff are extremely proud to work at the school and consider it a 'privilege' to work with its 'incredible children.'

Ofsted

Welcome to Hamworthy Primary Federation



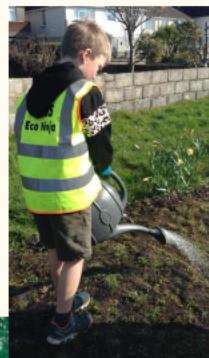
Our vision threads throughout our Federation and demonstrates our commitment to ensuring that **every child** is enabled, **every day** to achieve their best; to grow and develop both academically, socially and emotionally in order to access the wonderful opportunities and **possibilities** in their next stage of education, higher education and adult life.

We are very proud of our school environment and work hard to ensure it is a calm, yet stimulating learning environment which offers many opportunities for all our pupils. We work hard to ensure our indoor environment is calm, organised yet stimulating for learners.



Our Principles are:

- Learning is richer when children apply a clear set of learning behaviours, known as our 5Rs.
- We strongly believe in the importance of building a trusting, supportive and respectful classroom environment where all pupils are engaged, motivated, and challenged in their learning.
- Learning is most effective when the curriculum and lesson design is high quality, fully accessible and expertly well sequenced to ensure children know more and remember more.



The Friends of Hamworthy Park invited the school to help create a new Wild Flower area at Hamworthy Park. A small group of children across the Federation worked very hard laying special wild flower turf and scattering wild flower seed.



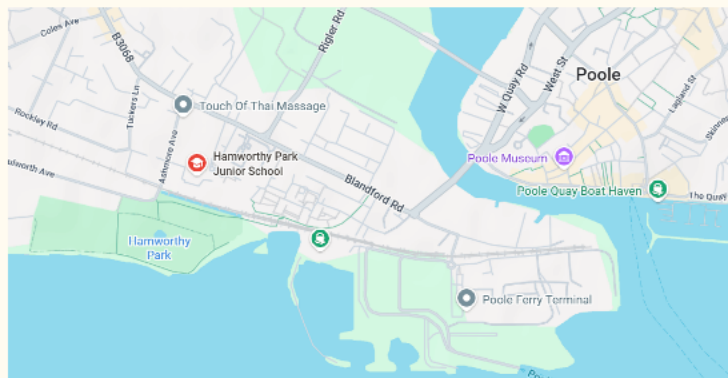
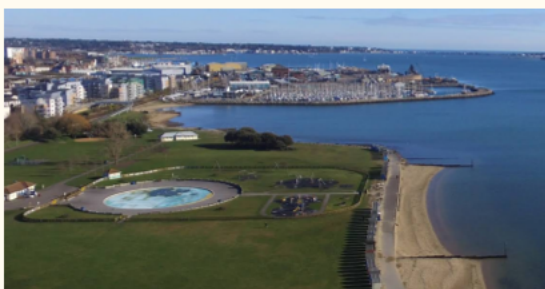
Key facts about our school



QR Code for school website



The schools are in a coastal town, bordering onto Poole Harbour with school grounds that back directly on to Hamworthy Park



Extensive grounds made up of:

- 4 playgrounds
- 1 astro turf running circuit
- a large sports field
- a MUGA sports facility
- a working allotment garden and
- our very own swimming pool.



Twin Sails Infant: Over **320** children
Hamworthy Park Junior: Over **450** children



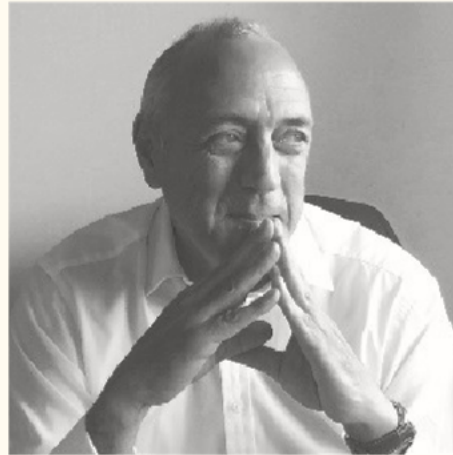
Nursery within the Infant school for children aged from 3 years



116 employees across the Federation



Welcome



I would like to welcome you to the Hamwic Education Trust and introduce you to our organisation.

As Chief Executive Officer, I have responsibility for the organisation of HET and the schools within it. Working alongside a strong executive team, talented school leaders and dedicated managed services staff, I co-ordinate the work of our schools on behalf of the trustees, governors, school leaders and staff members who represent our community.

HET is a learning community of schools working collaboratively together to nurture and develop our pupils, improving and widening their opportunities for the future. We celebrate the uniqueness and individuality of our pupils, staff and schools and bring professional expertise and experience together striving to secure the highest possible achievement for all.

I hope you share our sense of excitement to pursue the opportunities that will further build on the successes of HET to meet the needs of our local communities, within the context of a rapidly developing educational landscape.

Robert Farmer
Chief Executive Officer

Vision & Ethos



Vision:

At Hamwic, we are dedicated to ensuring that all our pupils receive a high-quality, enriching learning experience in a safe and inclusive environment. Our commitment to excellence is reflected in our broad curriculum, which not only prepares pupils for their future but also opens doors to a diverse array of opportunities.

Ethos: “All About the Child”

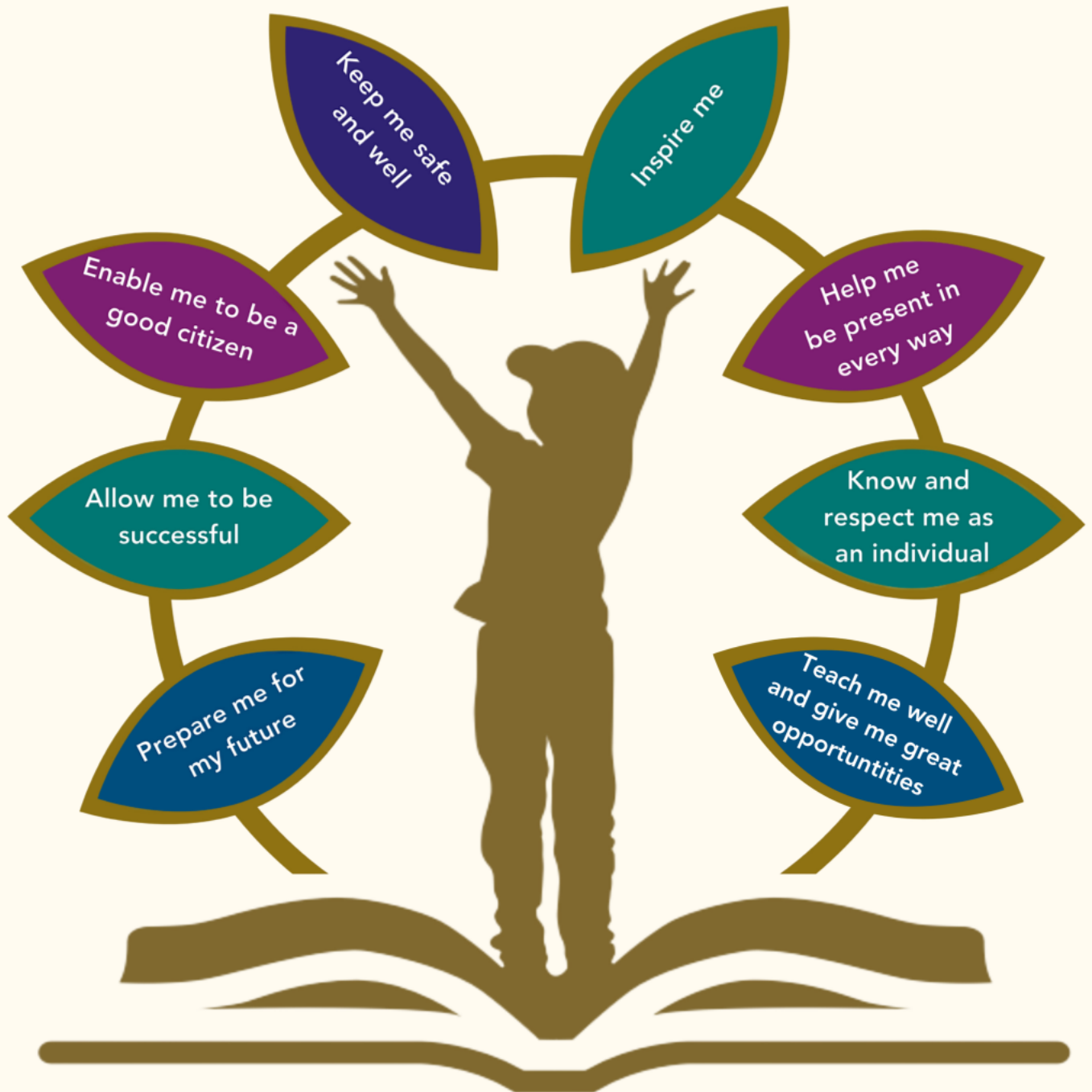
We place the child at the heart of everything we do. By asking "What about Sam?"—our notional Hamwic child—we ensure that our pupils are always at the centre of our decision-making processes. This approach drives our ethos and values, motivating us to do the best we can for every child.

Strategic Aims:

All pupils and adults within HET flourish as individuals and together in a safe, inclusive environment to promote learning by:

- All pupils making exceptional progress and outcomes are reliably above average
- High levels of attendance for all pupils
- All adults excel in their roles and reach their full potential, supported by high levels of attendance and a strong commitment to professional development
- All schools rated at least 'expected' by Ofsted across all categories
- All schools and HET being financially secure
- Governance is purposeful at all levels and contributes to the success of pupils and adults
- Embracing technology and being at the forefront of innovation and technology to empower pupils and staff with the right tools to enhance education.

Vision & Ethos



Sam's Entitlement

What sets us apart?

*All
about
the
child*



Embrace technology and be at the forefront of innovation to empower pupils and employees with the right tools to enhance education

HET and Schools work in partnership collaboratively. We succeed together (One Team)

We take a collective responsibility for delivering excellence for all our schools

We don't believe in a standardised approach to education

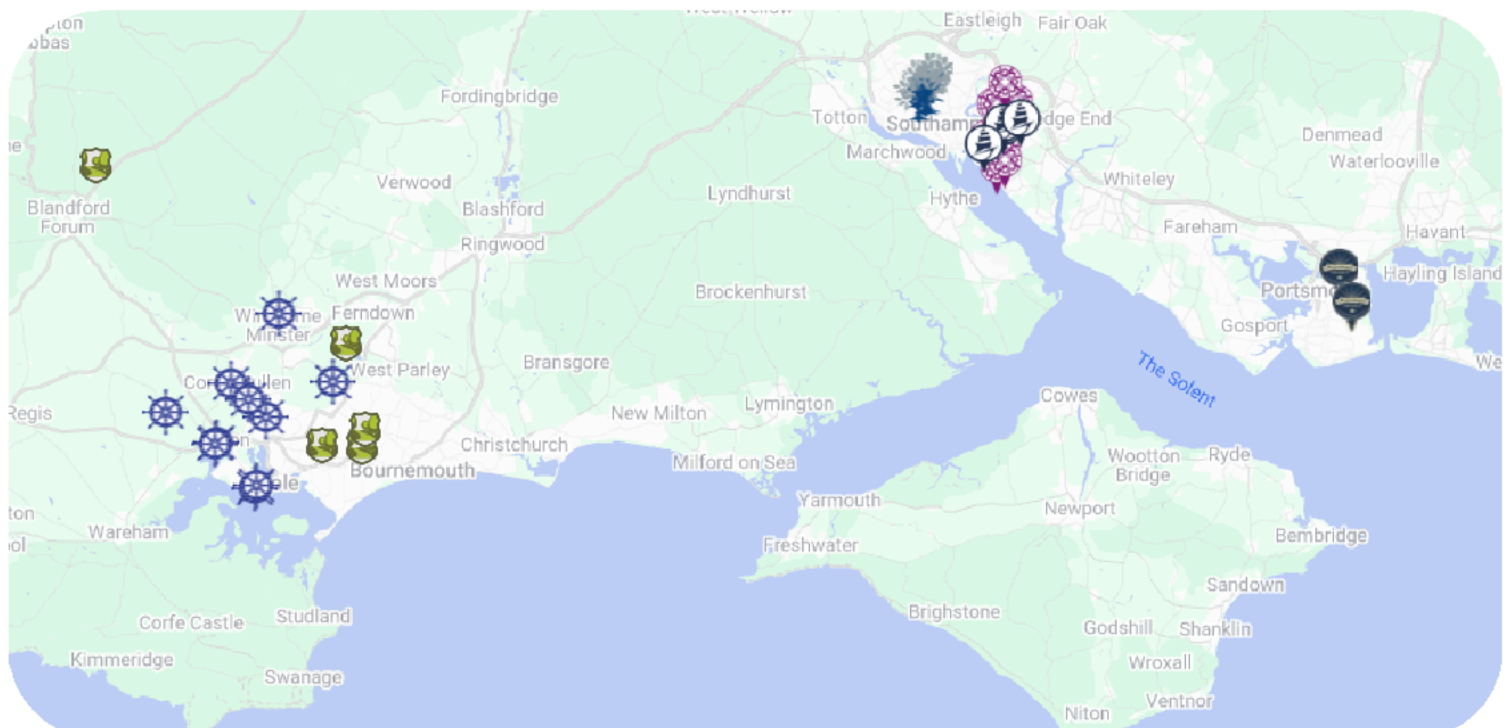
**HET'S
APPROACH**

We celebrate individuality – not corporate education

We are a learning organisation committed to improving ourselves and others

Our schools help shape HET and what we offer

Our strength is our people, who we value and develop



Key information about HET



All about the child



There are **12,197** pupils in our Trust



We have **1837** staff working for us



We manage **37** academies



We have **6** partnerships



We work across **4** local authority areas

HET Partnerships & Schools



Jefferys Education Partnership

Southampton

Hollybrook Infant School
Hollybrook Junior School
Shirley Infant School
Shirley Junior School
Southampton Hospital School
Upper Shirley High School
Wordsworth Primary School



Mayflower Partnership

Southampton

Sholing Infant School
Sholing Junior School
Thornhill Primary School
Woolston Infant School



Hillary Partnership

Poole/Dorset

Bearwood Primary School
Hamworthy Park Junior School
Henbury View First School
Hillbourne Primary School
Lytchett Matravers Primary School
Springdale First School
Twin Sails Infant School
Upton Infant School
Upton Junior School
Wimborne First School



Edwin Jones Partnership

Southampton

Beechwood Junior School
Glenfield Infant School
Harefield Primary School
Ludlow Infant School
Townhill Infant School
Weston Park Primary School
Weston Shore Infant School
Weston Secondary School



Greenway Partnership

Poole/Dorset

Bishop Aldhelms CE Primary School
Livingstone Road Infant School
Livingstone Road Junior School
Pimperne Primary School
Talbot Primary School
Hampreston CE VA School



Ridings Partnership

Portsmouth

Gatcombe Park Primary School
Westover Primary School

Work with us



HET is fully committed to developing an outstanding workforce. We are a friendly and supportive community of professionals working hard to ensure that our schools are enabling children to grow and develop for the future.

We have talented employees working in leadership, teaching and support roles throughout our schools and committed professionals working in the managed services team covering education, safeguarding, HR, IT, finance and estates. This experienced team supports our schools and is responsible for the successful delivery of our multi-academy trust.

As an employer, we support our staff to grow through continuing professional development and there is a range of apprenticeships and other opportunities available throughout HET to extend your knowledge, skills and career prospects.

HET celebrates the uniqueness of our pupils, our staff and our schools and we aim for everyone to achieve their full potential through the pathways of opportunities available.

Some of the fantastic learning opportunities include:

- Leadership development programmes for all
- Accredited and bespoke training programmes and apprenticeships
- Inspiring leadership and Business manager conferences throughout the year
- Excellent networking and collaborative working opportunities
- Outstanding professional development programmes
- Secondment and career progression opportunities at all levels
- A data-rich organisation, developing use of data to drive whole school improvements



HET Foundation



Launched in 2021

The HET Foundation is our fundraising charity to provide support for some of our most vulnerable and disadvantaged pupils throughout their time at school. Supporting our pupils is a priority and this Foundation enables HET to help those who need it most. They aim to provide for basic needs and support pupils in ways that will boost their learning, confidence and self-esteem.

The Foundation provides:



Christmas boxes to over 500 children each year



Music lessons and school trips

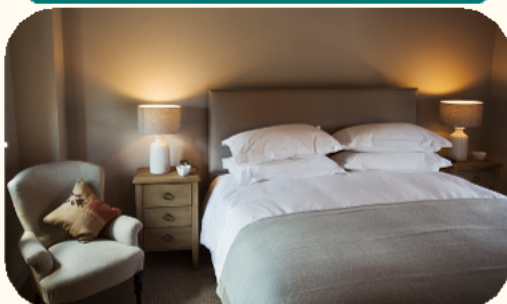


There are at least two fundraising events every year involving pupils, parents and employees from across HET.

Family welfare support



White goods, furniture and beds to families



Please use this QR code for more information

Benefits of working with us



You will be part of a team that is committed to making a difference to the lives of all employees, children and communities our schools are in.

Career development

HET has a strong culture of collaboration and best practice, with professional development and career planning at its centre. No matter what stage in your career, or what role you do, HET invest in all employees with coaching, mentoring and a wide range of training programmes, qualifications and opportunities.

Financial Well-being

Competitive pension schemes,
plus enhanced AVC scheme
for support staff

Automatic pay progression

Enhanced Paternity pay

Discounts on shopping, leisure
and travel

Eligible for Blue Light Card

**Flexible working
approach**

Health & Well-being

Employee assistance programme
that offers face to face
counselling sessions.

Plus, free access to a digital gym,
wellbeing studio, podcasts,
nutritional recipes and guides
and much more!

Generous annual leave
entitlement for support staff

Free access to
Headspace app

Applying for a position

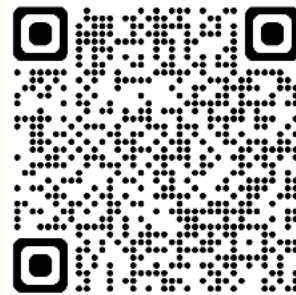


If you would like to join our team, or find out more about working for HET, please visit our website for your next exciting role. We are always looking for talented individuals who want to make a difference. Our latest job vacancies for the managed services team and our schools are published on our website.

visit: www.hamwic.org

email: recruitment@hamwic.org

tel: **02380 786833**



Use the QR
code to go to
our vacancies
page

Applying for a position

Please visit our website for information about a role and complete and submit an application form. We encourage you to apply as soon as possible as we may interview and offer to an applicant before the closing date should we receive sufficient applications.

Safeguarding statement

Hamwic Education Trust (HET) are committed to safeguarding and protecting the welfare of our pupils and we expect all staff and volunteers to share this commitment.

All posts are subject to a safer recruitment process which includes enhanced criminal record and barring checks, scrutiny of work and training history, robust referencing, and other vetting checks.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across HET.

All HET employees will be required to undergo continuous professional development to maintain safe working practices and to safeguard our pupils.

Equality, diversity & inclusion

We aim to ensure that no job applicant suffers discrimination because of any protected characteristics. When recruiting or on promotion, we will aim to take steps to improve the diversity of our workforce and provide equality of opportunity. Our recruitment procedures are reviewed regularly to ensure that individuals are treated on the basis of their relevant skills and abilities.