



Gatcombe Park Primary School

APPLICANT PACK

Welcome to Gatcombe Park Primary



At Gatcombe Park, we are a small, friendly school with a big heart, and we are incredibly proud of the vibrant, inclusive community we've built. Our children bring our core values of **Teamwork**, **Respect**, and **Aiming High** to life every single day — whether they're learning in the classroom, playing on the playground, or supporting one another as part of our school family.

These values are not just words on a wall — they are the foundation of everything we do. They shape our curriculum, guide our relationships, and inspire our ambitions. We believe that every child deserves to feel safe, valued, and challenged, and we work tirelessly to ensure that Gatcombe Park is a place where children can grow, thrive, and succeed.



Teamwork - Respect - Aim High



Our Ethos

We believe in being a team — working together with dedication and care to create a nurturing environment where children and adults alike feel a strong sense of belonging. Our staff are committed professionals who go above and beyond to support one another and to bring out the best in every child.

We foster a culture of mutual respect, where everyone's voice is heard and every contribution is valued. Whether it's through collaborative learning, restorative approaches to behaviour, or inclusive decision-making, we aim to model the values we teach.



'This is a happy and friendly community, where pupils develop confidence and enthusiasm for learning'. Ofsted



Welcome to Gatcombe Park Primary



Why Join Us?

Supportive Leadership: We are proud of our open, approachable leadership team who prioritise staff wellbeing and professional development.

Positive Relationships: Our school is built on strong relationships — between staff, pupils, families, and the wider community.

Professional Growth: We invest in our team, offering opportunities for training, mentoring, and career progression.

A Culture of Care: We understand the importance of work-life balance and strive to create a working environment that is both purposeful and positive.

A Shared Vision: Everyone at Gatcombe Park is united by a shared commitment to helping children achieve their very best — academically, socially, and emotionally.

Our Children

Our pupils are at the heart of everything we do. They are curious, kind, and full of potential. They rise to challenges, support one another, and take pride in their achievements. Visitors often comment on the warm, welcoming atmosphere and the respectful, enthusiastic nature of our children — and we couldn't agree more.



Pupils respond positively to teachers' high expectations and, consequently, behaviour is calm around school.

Ofsted



Our Key Values are:

TEAMWORK

We value, support and encourage each other.

We listen to and share the ideas of others.

RESPECT

We talk politely to everyone.

Manners matter!

We will allow everyone the opportunity to learn.

AIM HIGH

We will always try our best, even if the task is tricky.

We will stay focussed.

We will be resilient.

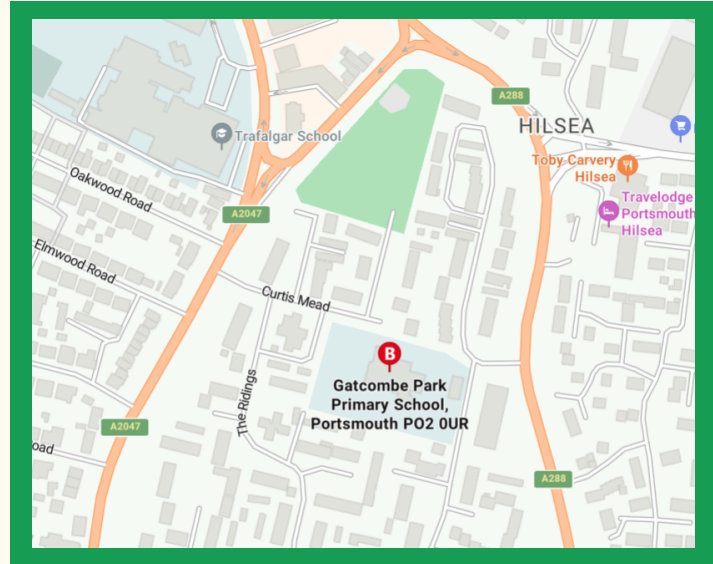
Key facts about our school



At Gatcombe Park, we believe in being a team — working together with dedication and care to create a safe, happy, and inspiring place for children to grow and thrive.



Gatcombe Park Primary School is situated in Hilsea, a residential area in the northern part of Portsmouth



106 Children



7 Classes



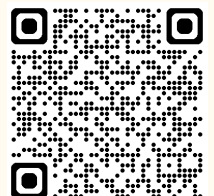
33 Employees



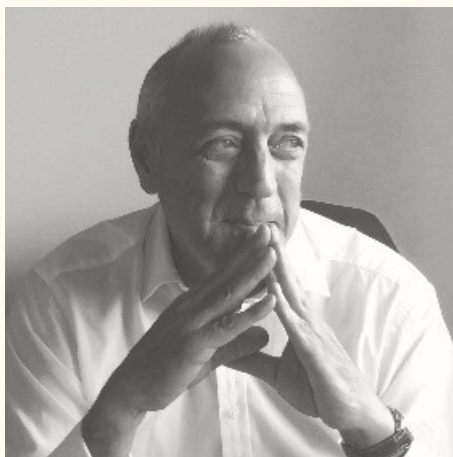
Our curriculum aims for our children to become responsible local, national and global citizens, who show a deep spiritual, moral, social and cultural understanding. We aim to develop creative thinkers, resilient problem-solvers and leaders, equipped with the skills and knowledge to make a difference to society.



QR Code for school website



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"

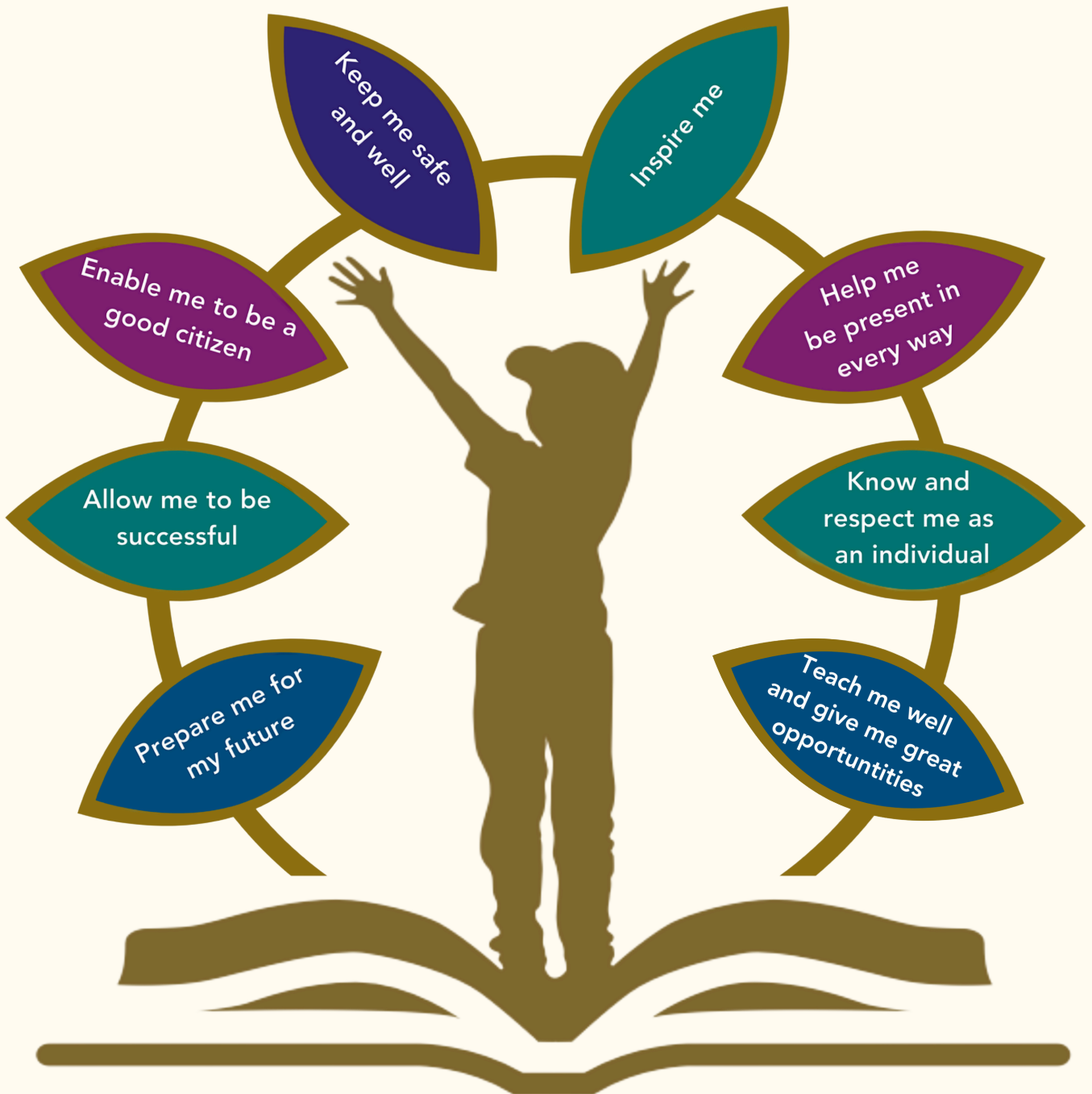
We place the child at the heart of everything we do. By asking "What about Sam?"—our notional Hamwic child—we ensure that our pupils are always at the centre of our decision-making processes. This approach drives our ethos and values, motivating us to do the best we can for every child.

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

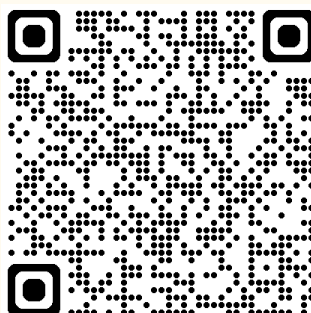


There are at least two fundraising events every year involving pupils, parents and employees from across HET.

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

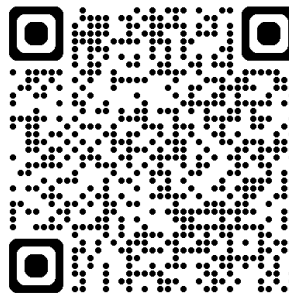
Applying for a position



HAMWIC
EDUCATION
TRUST

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.