Dame Allan's
Schools

Candidate Information Pack

An Independent Day School for over 1,250 students

Junior School (ages 3-11)
Senior School (ages 11-16)
Sixth Form (ages 16-18)



About Dame Allan's Schools

Dame Allan's Schools were founded in 1705 by Eleanor Allan to provide a 'proper education' for boys and girls in Newcastle. Now, over three hundred years later, we draw strength from this heritage to provide an excellent education for all our pupils and to prepare them for the challenges of life they may face.



We believe every child has endless potential, and we nurture that, delivering high quality education, exceptional pastoral care and ongoing investment in our facilities to provide the best learning environment we can for every one of our pupils.

We pride ourselves on creating a supportive and collaborative workplace where you can truly make a difference. Our commitment to pastoral support and academic excellence provides a stimulating environment for passionate teachers, who can challenge their students in an environment of continuous learning and growth. Our rounded approach ensures that every staff member can contribute to our students' success, whether through academic instruction, co-curricular activities, or pastoral care.

Choosing the best school to work in is a very important decision, and I hope this pack help to give a glimpse of life at Dame Allan's. Hopefully, I look forward to welcoming you into our community very shortly.

Mr N J Seaton, Principal

Teaching at Dame Allan's

Dame Allan's has a staff of highly qualified and enthusiastic teachers who first and foremost nurture the personal and academic development of each pupil. Teachers are hired for their subject expertise with the expectation that they will also provide outstanding pastoral care to our pupils, for which we are renowned.

Teaching groups are smaller than the maintained sector, typically beginning with Junior School classes of between 15 pupils (EYFS and Key Stage 1) and 20 pupils (Key Stage 2), increasing to no more than 24 pupils per class in Years 7-11 and averaging 10-12 at Sixth Form. Teachers inspire pupils to aim high through excellent teaching, employing creativity and dynamism in the classroom with sharing of practice and collaborative working among staff. Our facilities, resources, and pupil-first ethos make for a positive working and learning environment.

What we offer you

- Dame Allan's offers a competitive pay scale, exceeding national rates, to reflect the high value we place on our teaching staff.
- Dame Allan's generous pension scheme and discounts on school fees.
- Extended school holidays beyond the state sector standard.
- Complimentary school lunches and refreshments during term-time.
- Comprehensive staff wellbeing support, including a 24/7 Employee Assistance Programme, on-site nurse and counsellors, and fitness classes.
- Your own Chromebook for work-use, to easily access Google Classroom and other relevant programmes.
- Exciting opportunities for UK and international travel as part of our school trips programme.
- Professional development and CPD opportunities.

What we need from you

- Demonstrate passionate and excellent teaching by maintaining deep subject knowledge and inspiring high standards in pupils
- Engage in continuous professional development, remaining reflective and adaptable, and actively sharing and learning from colleagues
- Deliver highly effective, differentiated lessons that promote pupil progress and inclusion, including those recognised as more able, gifted and talented
- Build strong relationships with parents through proactive communication about their child's academic development during parents evenings
- Undertake teacher supervision duties, teaching cover, and exam invigilation as needed
- Maintain up-to-date knowledge of examination board requirements, and follow department policies with support from the department head
- Participate in departmental collaboration, whole-school meetings, and ceremonial events including Open Days, Speech Day, Carol Service and Founder's Day.
- Contribute fully to school life through form tutorship and co-curricular activities in areas such as sport, drama, music, clubs.
- Be vigilant and consistent in ensuring that pupils are always safe and secure, in line with the Schools' safeguarding policy



Our Ethos

Dame Allan's Schools nurtures academic excellence within a vibrant, supportive community guided by our Christian foundation. We welcome young people from all backgrounds, fostering an environment where every pupil discovers their unique potential through rich opportunities in academics, sports, arts, and leadership.

As an independent school, we rely almost entirely on fees for income. We also raise funds to support ongoing development and extend bursaries to deserving pupils (currently about 11 per cent of the student body), ensuring a broad social mix.

We maintain social diversity while developing well-rounded individuals who possess both self-confidence and strong moral values. Our close-knit community encourages mutual respect and care, preparing pupils to thrive in an ever-evolving world while understanding their role in local and global communities.

At our core is a commitment to each pupil's holistic development, creating an environment where young people feel secure to challenge themselves, support others, and become confident, capable members of society.



Recent Developments

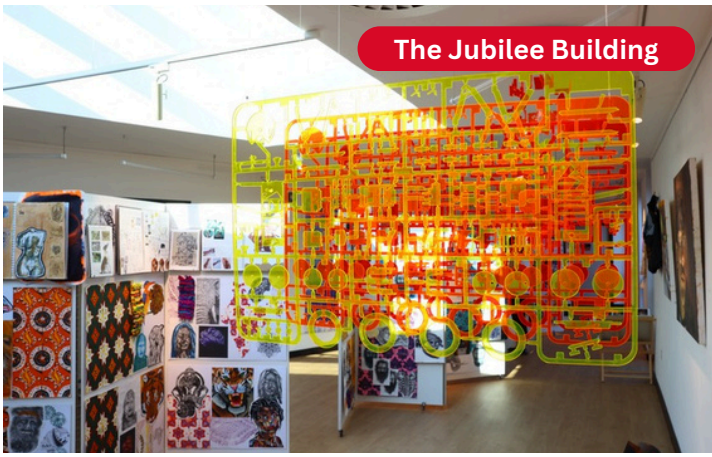
2012 - New Junior School & Nursery Building

Our £9 million Junior School and Nursery development provides a state-of-the-art facility for our pupils aged 3-11, contributing to significant growth in junior enrollment and high retention into the Senior School.



2022 - Jubilee Building

This £8 million development delivers 16 modern classrooms, including science laboratories, art studios with exhibition space, language facilities, and specialized Sixth Form areas. The building incorporates environmental features including a living wall and electric charging points.





2022 - The Snug

Our dedicated wellbeing center houses a comprehensive pastoral team including counselors, a Child and Adolescent Psychotherapist, an Art Psychotherapist, our Chaplain, and therapy dog Heidi, providing a calm, supportive space that also accommodates learning support services.



2024 - The Queen's Building Refurbishment

The renovated Queen's Building now features diverse study spaces including silent areas and group work pods, alongside Café 1705, a popular dining facility serving the whole school community.

Early Years

Dame Allan’s has an outstanding, purpose-built Early Years area for Nursery and Reception children. Recognising the importance of the first school experience, the staff create a friendly, nurturing environment where fun and learning go hand in hand.

The Early Years team is dedicated to providing the best introduction to education, offering a broad, action-packed curriculum that sparks curiosity and fosters a love of learning. This ensures children reach their full potential becoming independent, motivated learners.

Children benefit from exceptional outdoor education, with classes in the School's outdoor classroom 'Woodland Way' and the yurt 'The Edge'. These spaces support the Skogsmulle program, a Swedish initiative where a fantasy figure teaches about nature through play and song.

Outside term time, Early Years pupils can access school facilities through a partnership with a local provider of holiday activities. The transition from Nursery to Reception is seamless, with both classes housed in the same building. This solid foundation supports a fulfilling academic journey from Nursery to Year 6, before advancing to Dame Allan’s Senior Schools.

Watch our Early Years Video here.



Junior School

Dame Allan's pupils are encouraged to aim high and achieve their goals. Small class sizes ensure that boys and girls benefit from a creative, engaging learning environment. The curriculum focuses on core skills in numeracy, literacy, and science, while promoting innovation and creativity to strive for the highest academic standards.

Subjects like drama, art, history, geography, French, music, computing, and PE offer a dynamic, inspiring education. The Junior School is a purpose-built, state-of-the-art facility, home to a modern, distinctive and inspiring library on the upper floor where pupils occasionally have lessons. Outside the classroom, pupils enjoy an exceptional environment for exploring, play and sports. Our OPAL (Outdoor Play and Learning) programme provides enriched outdoor activities that foster creative play, teamwork, and communication skills—and it's lots of fun too!

The Junior School offers a thriving co-curricular programme that all pupils can enjoy. A variety of clubs, ranging from fencing and chess to karate and ballet are held during lunchtime and after school. These clubs are supervised by teaching staff or visiting specialists and are divided into age groups to ensure age-appropriate activities.

Our pastoral offering supports pupils' wellbeing by ensuring they have access to dedicated support whenever needed. Services include The Cosy Snug, specialist counsellors, art therapy, a 'worry monster' toy and our popular therapy dog. Pupils also engage in mental health education from an early age, learning the importance of caring for their feelings.

Watch our Junior School Video here.



Senior School

At age 11, pupils transition into the Senior School. When a pupil gains a place at Dame Allan's we focus on nurturing their individual skills and talents. Our teaching, guidance, and pastoral care ensure each pupil reaches their full potential with a strong emphasis on their well-being and development as individuals and as members of the School community.

Our industry-leading pastoral care supports pupils emotionally as well as academically. Form Tutors are always available to assist with questions or issues and our peer mentor programme, led by Sixth Form Officers, ensures there's always someone to listen.

What sets Dame Allan's apart is our close-knit, supportive community. Our staff inspire a love of learning and foster a thoughtful, open-minded approach, encouraging care for others.

The house system further strengthens the sense of belonging and self-worth, while form prefects in Years 7-10 help build cross-age friendships and a supportive atmosphere. Small class sizes enable tailored teaching, fostering a dynamic and diverse learning environment.

Collaboration between school and home is key to our pupils' success. Our pastoral team works closely with parents to support each pupil's academic and personal growth.



Sixth Form

Life in the Sixth Form at Dame Allan's is an exciting and challenging experience. With high standards and expectations, students are encouraged to set ambitious goals, supported and guided by our experienced and enthusiastic staff.

Established over 25 years ago, our Sixth Form is one of the area's leading independent institutions. Located in the Queen's Building, opened by Her Majesty for our tercentenary, it boasts excellent facilities, including modern teaching and study rooms. Refurbished in 2024, it now features a social study area, silent study space, and a popular café – enjoyed just as much by staff as students! Students transitioning from the benefit from familiar teachers, while those joining from other schools share the same exciting 'new' experience.

Our staff and students have an excellent reputation, earned through hard work. Sixth Form entrants are expected to achieve an A grade or equivalent in their chosen subjects. Over 95 per cent of our students progress to Higher Education, receiving tailored support through the university admissions process and career advice. As a result, most secure places on their first-choice courses, whether in competitive fields like medicine, law, dentistry, Oxbridge, or other areas suited to their interests.

We host a biennial careers fair, attended by regional and national organisations, to support our students as they transition to university, work, or training. Recognising that Sixth Form is more than just exam preparation, we offer a well-established Enrichment Programme where students and tutors meet weekly to discuss careers, current affairs, and plan for higher education or training.

Students collaborate with outside experts to broaden their horizons, take on challenges, and develop skills for life beyond Dame Allan's. Sixth Form members lead co-curricular activities and hold leadership roles across the Schools. Our Sixth Form Officers manage daily operations and undergo residential training to prepare for their responsibilities.

Watch our Sixth Form video here.





Pastoral Care

Welcomed into a supportive pastoral environment, our pupils are placed in the care of experienced form teachers, meeting twice a day and playing the vital role of a point of familiar contact for parents and pupils alike. All pupils also receive personalised support from their Head of Year.

Our Director of Pupil Wellbeing, Mrs Downie, works alongside our Vice Principal (Pastoral) Ms Shaw managing a team that includes a school nurse, counsellors, a child and adolescent psychotherapist and an Art Psychotherapist.

However, the most popular and unique members of our pastoral team are our well-established therapy dogs, Heidi (Senior School) and Poppy (Junior School).

Our aim is to create a safe and open culture that allows us to offer timely multifaceted support and our commitment is demonstrated via our dedicated wellbeing areas - The Snug and The Cosy Snug - which offer tailored wellbeing aid to pupils of all ages.

Pupils also regularly contribute to the development of our pastoral care offering. Two recent additions include Whisper, an anonymous reporting tool designed to provide pupils with a safe and confidential platform to voice their concerns, and the inclusion of the Cambridge Wellbeing Check, a digital, online assessment that provides valuable insights into pupils' emotional wellbeing, allowing educators and pastoral care providers to tailor support services effectively.





Therapy Dog, Heidi

Co-curriculum

Life at Dame Allan's encompasses much more than just the academic curriculum. We encourage all of our pupils to take part in a wide range of cultural, sporting and social activities.

Leadership Skills: We aim to build confidence and leadership skills. Year 7 pupils can start their Senior School journey with a weekend adventure in the Lake District, with ongoing outdoor education opportunities like climbing, walking, canoeing, and participation in the Duke of Edinburgh's Award, Young Naturalist Award, and overseas expeditions**.**

Sports: Dame Allan's pupils excel in individual and team sports, earning county and national honors. Our teams frequently win in rugby, hockey, cricket, netball, tennis, athletics, and cross country, along with other sports like basketball, volleyball, fencing, and squash. Sporting tours include recent trips to Europe and South Africa.

Music and Performing Arts: We have a national reputation in performing arts. Our dance companies perform across the UK with renowned dancers, and pupils participate in schemes by the Royal Ballet School and Royal Opera House. Our groups regularly compete in national dance finals. Singers and musicians perform with the National Youth Choir and National Youth Music Theatre, and we have a thriving orchestra, choirs, and ceilidh band. We hold termly concerts and sing evensong at our local church. We also offer LAMDA tuition, with many pupils earning the prestigious gold medal.

Modern Foreign Languages: Th**e** schools provide real-world language practice through regular trips to Europe, including recent visits to Normandy, Seville, and Berlin.

The Wider Community: Pupils are encouraged to use their time and talents for the community, with an active charitable program raising thousands each year. Through the Community Service programme, many Sixth Formers volunteer weekly with local charities, making a positive impact to the community.



Why Newcastle upon Tyne?

Known for our famously-friendly Geordie welcome, Newcastle is a fantastic city to live and work in. A small city, it is very easy to get around via car and public transport. The stunning coastline is a huge benefit for weekend strolls, whilst the beautiful Northumberland countryside is also on your doorstep.

As well as mainstay bakery chain *Greggs*, Newcastle is a foodie hotspot, with several Michelin-starred restaurants and quirky independent venues in the city and surrounding areas. Live music, theatre, and numerous galleries mean that you will never be starved for culture.

Newcastle's International Airport and position on the East Coast Mainline mean travelling both within the country and internationally is no problem. Plus, with a lower cost of living and more affordable housing market than areas like London or Manchester, you might find that you have a bit more in your budget to enjoy those weekend getaways!



How to find us



Senior School & Sixth Form

Fowberry Close, Fenham, NE4 9YJ

The school is located just off Newcastle's Central Motorway in Fenham. We recommend entering from opposite St James' and St Basil's Church due to the unofficial one-way system on Fowberry Crescent. Visitor parking is available, with additional street parking nearby.

By bus, the school is 10 minutes from the city centre. Take Stagecoach 63 or 36 from Blackett Street to Fenham Hall Drive, or Stagecoach 30 from Haymarket. By Metro, the nearest stop is St James' Park, a 30-minute walk away.

Junior School & Nursery

Hunter's Road, Spital Tongues, NE2 4NG

The school is located just off Newcastle's Central motorway in Spital Tongues. Visitor parking is on the right as you enter, clearly signposted.

By bus, the school is 10 minutes from the city centre. Take Stagecoach 36 from Blackett Street to Hunter's Road, or Stagecoach 71 to the BBC Centre, then a 5-minute walk. By Metro, the nearest stop is St James' Park, a 25-minute walk away.

Questions?

If you have any queries, or would like to discuss a post in more detail, please do not hesitate to email us at HR@dameallans.co.uk