

## **“To start a school is to proclaim what it means to be human.’ Tom James**

Dear Applicant

Thank you for investigating the role of Principal in our new School in Gateshead. [XP Gateshead](#) will open in September 2021, it will be the third iteration of our [XP School](#) model and be the 8th School within the [XP School Trust](#).

XP Gateshead will be a strategically and intentionally designed secondary school in Gateshead. In September 2021, the school will open with 50 students, 3 additional teachers and 3 Learning Coaches. We need the successful applicant to collaborate with the Trust Executive Team to build a Crew, Design Expeditions, Establish culture and make XP Gateshead the best school in the world. The site of the School will be on the old Thomas Hepburn Community Academy school building, NE10 9UZ.

Our Design Principles

‘At XP, we build our community through...

- Activism,
- Leadership
- and Equity...

sharing our stories as we go.’

These design principles are the basis for all our work. We focus on enabling our students to create beautiful work that creates agency and has a positive impact on the world; we encourage leadership in our students by facilitating the ownership of their own learning; and we have an unabated insistence on equity to ensure that we remove any barriers that inhibit student growth and success.

Therefore, at XP we focus relentlessly on high quality work and character growth. As a result, our school culture is value driven. Therefore, we expect our students, staff and parents to be courageous, respectful, committed to craftsmanship and quality, compassionate and to always show integrity. We provide an authentically tough and rewarding education for everyone, and we believe this is best achieved through not segregating our children by any measure, such as social class or academic ability.

We believe a person is judged by their character and the quality of work they produce. Our school focuses continuously on these two crucial areas of development. Our students express who they are by personalising their work, and are given time to produce beautiful and meaningful work by following a process of multiple drafts and critique, working towards creating products which are indistinguishable from professionals. Every day, our students develop their habits of work and learning by working hard, getting smart and being kind, and reflecting on our character values of courage, respect, craftsmanship and quality, compassion and integrity.

We look forward to meeting you

The Executive Leadership Team