

# Headteacher Recruitment Pack

## St Faith's CE Primary School, Winchester

**Application closing date:** Friday 10<sup>th</sup> January 2025, 12 noon

**Interview dates:** Monday 27<sup>th</sup> and Tuesday 28<sup>th</sup> January 2025

**Start date:** Tuesday 22<sup>nd</sup> April 2025 *or*  
Monday 1<sup>st</sup> September 2025



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# Welcome from the Chair of Governors

Hello and Welcome!

I am delighted that you have expressed an interest in the position of Headteacher at our majority *outstanding*, overall *good* Church of England primary school.

The Governing Board is looking to appoint an ambitious and experienced leader who is optimistic, highly strategic, has strong executive capacity and is committed to professional development. Working with our staff, pupils, parents and governors, our new Headteacher will build on the school's existing strengths whilst bringing their own ideas and energy to the school, preserving our core values of Courage, Trust, Hope and Love and upholding our Christian ethos.

St Faith's is a fabulous school and I am really proud to be Chair of Governors here. 2023-2024 was a particularly busy and purposeful year with both Ofsted and SIAMS visiting the school. We were delighted that the reports reflect what we see on a daily basis. St Faith's is a very happy school. Our pupils are curious learners who behave exceptionally well and love attending. Our attainment is consistently strong and pupils are well prepared for their next steps in learning at each key stage. I do hope you enjoy reading both reports, found here: [St Faith's CE Ofsted Report February 2024](#) and [St Faith's CE SIAMS Inspection Report March 2024](#). Please also see the [.gov.uk Compare School Performance Data](#) and the [school's website](#) for further details and information.

Our new Headteacher will expect to enjoy challenges; namely building on our strengths, developing - with ambition - from our current position, further enhancing our reputation and supporting our wonderful pupils and staff to achieve their very best. Please see the [Key Tasks](#) later in this pack for detailed information.

St Faith's is in the beautiful St Cross area of Winchester. The school buildings are well maintained and we are planning to undertake a phased upgrade of our playground space. Our committed and skilled governing board provides "highly effective challenge and support" (Ofsted 2024), always underpinned by a sense of positivity and dynamism.

On behalf of the Governing Board, thank you for your interest in St Faith's. I hope will feel encouraged to apply to be our new Headteacher; St Faith's really is a very special place to be. Best of luck!



# Hello from Father Dominik

I am thrilled that you have requested a pack for St Faith's CE Primary School in Winchester; please know that even at this early stage you are surrounded by the prayers of our parish community. We pray that as you are discerning the new possibilities and opportunities for growth in your life and career, you will be surrounded and guided by the light of the Holy Spirit.

As you read through this pack, you will see very strong and close links between our school and the parish of St Faith. Our partnership is strong, as seen through the school's Collective Worship, the weekly 'Open the Book' group, frequent visits of pupils to the church and pupil involvement in church services. Furthermore, Parish clergy and a group of lay volunteers are regularly involved in leading worship at the school. There is strong pastoral ministry among the staff and parents and active support of the Governing Board. This strong relationship of support and encouragement translates into a greater understanding of the Christian Ethos of our school.

My colleagues, all the volunteers and I are passionate about sharing our faith with the children, engaging them in conversations and encouraging them to ask questions as they discover the love of God in their own lives. Children enjoy regular visits to our beautiful church of St Cross. Bi-termly services for younger year groups and seasonal services for the whole school community are part of the prayer rhythm of our parish. The interactive and engaging format of services we offer make the message of the Gospel more accessible to all.

My role as the parish priest is to work closely with the Headteacher and to support them in their work through regular meetings, pastoral availability, continued prayer and guidance if needed.

I look forward to meeting you, to getting to know you and to working with you. I hope that through the existing strong relationship of support between our school and our parish, we will be able to ensure that St Faith's grows and flourishes, reaching the fullness of its potential.

May God bless you,  
Fr Dominik



# Our Mission Statement, Ethos and Values

## Our Mission Statement

"Through the teaching of Jesus Christ and our Christian values, it is our goal to equip each and every child with the skills and tools they need to become successful, respectful and thoughtful citizens in our ever-changing future; to have the confidence, motivation, resilience, ambition and drive to strive for their dreams and to become lifelong learners."

## Our values: Together we Learn, we Share, we Pray, we Care, with Courage, Trust, Hope and Love

We believe that everyone in our school community deserves to be cared for unconditionally and valued equally as a unique person, within the Christian ethos of our school. We place a great deal of emphasis on our school Christian values of Courage, Trust, Hope and Love. These values underpin our teaching and learning and our behaviour expectations.

The way in which St Faith's pupils show empathy and understanding is embedded in all of the learning and activities within the school. In our learning, in our work, in our relationships, we are committed to aiming for success and enjoyment in everything we do.

We want our children to have lasting fond memories of their time spent at St Faith's and leave us with the skills – both social and academic – to be successful and happy individuals in their future lives.



### Courage

Being prepared to have a go, to do the very best you can and learn from mistakes. Christians believe God knows how difficult it is to persist when things get difficult and have faith that God will help them in the struggle.

### Trust

Sharing responsibility for and with each other and refusing to live in doubt or suspicion. Trust is at the heart of faith; trust in the God who is trustworthy.

### Hope

Sharing in the joy that comes from the belief that all is never lost. Hope means trusting in God and believing that the foundations of the world are good.

### Love

Putting others before ourselves and thinking of others. Love is fundamental to the character of God. God is described as slow to anger, abounding in love and forgiving sin.

# St Faith's CE Primary School at a glance

<b>Location</b>	St Cross, Winchester
<b>Age Range</b>	4-11 years
<b>Number on Roll</b>	150
<b>Number of Staff</b>	Full-time teachers, including the Headteacher: 3 Part-time teachers: 8 Support staff (teaching): 8 Support staff (non-teaching): 3
<b>Subgroups</b>	PP: 1% EAL: 10% SEN, incl. EHCP: 7% EHCP: 1%
<b>Class structure</b>	Pupils are taught in year groups of approx. 20 for English and mathematics. For all other subjects pupils are split into: Oak: Year R and 1 Silver Birch: Year 1 and Year 2 Willow: Year 3 and 4 Maple: Year 4 and 5 Beech: Year 6 (always taught as a discrete group)
<b>Attendance</b>	95.5% (Academic year 2023-2024)
<b>Latest Ofsted</b>	Click <a href="#">here</a> to view the report
<b>Latest SIAMS</b>	Click <a href="#">here</a> view the report



# Our Ambitious Curriculum

St Faith's provides a **wide and challenging curriculum for all learners** which is coherently planned and sequenced. We provide learning experiences and extra-curricular enrichment to **extend the thinking skills** of all our pupils, engaging them in a wide variety of learning opportunities.

The foundation subjects have a key place alongside the teaching of the core subjects: our mission statement drives the curriculum intent in every subject, so that pupils are equipped with the skills and tools they need to become **successful, respectful and thoughtful citizens**. Our curriculum content is constantly evolving to ensure it remains relevant, and that all children are challenged and supported to succeed.

As our **strong academic results** show, St. Faith's outcomes at the end of KS1 and KS2 are consistently above Hampshire and National averages, **both at age-related expectations and at greater depth** standard. Our strong KS1 phonics results point to the high-quality phonics teaching in our EYFS which ensures readiness for our children to access the KS1 curriculum.

We are **ambitious for all our pupils**, and **children with SEND achieve well** at our school, thanks to effective, targeted support and small class sizes. SEND specific feedback from parents is positive and our SEND provision was recently recognised by Ofsted as 'highly effective'.

We also enhance pupil learning through trips, visitors and other educational experiences, using the beautiful natural countryside on our doorstep and richly **historic local surroundings as resources and inspiration**.

We believe in giving our children a full educational experience that **goes beyond the National Curriculum** expectations. **Clubs and activities** take place after school and during lunchtimes and are rotated throughout the year. Last year they included: football, netball, cross-country, Capture the Flag, dodgeball, summer sports, dance, gardening, computing, Lego club, cross-stitch club, quiz club and choir.



# What makes our school so special? (1)

Here are some of the really special things that set St Faith's apart - and make us really proud!

- ✓ Exceptional behaviour, excellent attendance and happy children!
- ✓ St Faith's continues to be in high demand. We are at full capacity and have waiting lists for most year groups.
- ✓ English and maths are taught in year groups of 20.
- ✓ Fantastic academic attainment.
- ✓ Highly inclusive quality-first teaching and learning delivered by exceptional staff.
- ✓ High adult: pupil ratios.
- ✓ Expertise to deliver impactful small-group targeted intervention, including for pupils with SEND, and ELSA programmes.
- ✓ Year 6 taught in year group for the entire year – excellent preparation for SATS and transition to secondary settings.
- ✓ Effective reward systems which are highly inclusive and highly valued.
- ✓ The use of the school field for sports and outdoor learning opportunities.
- ✓ A wide range of extra curricular clubs and activities.





## What makes our school so special? (2)

- ✓ Weekly “Open the Book” collective worship led by members of the parish congregation.
- ✓ **Strong links with the parish**, with whole school collective worship held at the Chapel of St Cross at Easter, Harvest and Christmas.
- ✓ **Four houses** that promote healthy and friendly competition, named after former Bishops of Winchester.
- ✓ Active participation in **local sporting events** including with the Kings’ School cluster.
- ✓ **Hugely supportive parent population** who proactively support home learning, fundraising (SFSA), volunteering with school activities.
- ✓ Popular breakfast and after school wrap around care (The Ark).
- ✓ We regularly take part in local, national and global fundraising events e.g. Winchester Night Shelter.
- ✓ We actively teach and promote **environmental awareness** and our eco committee is highly popular.



# What Ofsted says makes our school so special (3)

We were delighted that Ofsted (February 2024) identified that:

Pupils display **exceptional warmth, tolerance and empathy** towards others. A sense of **kindness** permeates the school.

SEND provision is **highly effective**.

Behaviour is **exceptional**.

The school is a very **happy** place to be, pupils **love** attending and are eager to learn.

The values of **courage, trust, love and hope** drive decision-making in all areas of the school.

Teachers secure understanding of the curriculum and **build knowledge successfully** over time.

There's a wide range of **leadership opportunities** on offer to pupils e.g. House Captains, Eco-warriors and Digital Leaders.

Leaders have **high ambitions and expectations** that pupils will achieve well.

Pupils **don't give up** when things are difficult.



# What SIAMS says makes our school so special (4)

We are really proud that SIAMS (March 2024) found that:

**Ambitious provision** ensures opportunities are given to pupils to **flourish academically and holistically**

**Leaders and staff actively model the school values** of love, hope, trust and courage

Pupil leaders take responsibility for social change and successfully inspire their peers to support **local, national and global issues.**



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Leaders equip pupils, including those disadvantaged, with the **skills they need to become successful.**

Pupils benefit from having access to a **wide range of activities**, such as music lessons and a full range of clubs and trips

Resources are allocated carefully, ensuring opportunities are given to pupils, including those temporarily vulnerable, to **thrive.**

Through **effective monitoring and evaluation**, leaders identify how pupils **flourish** because of the actions they take



# St Faith's School Association (SFSA)

The SFSA is the school's thriving association for all parents, teachers and friends of the school.

Fundraising events are highly popular and include the **St Faith's Disco, Parents' Quiz, Pre-loved uniform sales, Christmas Fayre, Film Night, and bake sales.**

SFSA funds have recently been used to support the school and enhance the educational experiences of pupils by paying for:

- ✓ School Library Service Subscription
- ✓ Listen 2 Me Music Lessons
- ✓ Scarf - PSHE resources
- ✓ Spelling Frame
- ✓ Reading Scheme Membership
- ✓ Shakespeare Production
- ✓ Coach Subsidy – Natural History Museum
- ✓ Catering Contract Consultation Project
- ✓ Easter Code Cracking Hunt for the children
- ✓ Yr 6 Leavers Party Hardship Contribution

Furthermore, **£6800 of existing funds have been ringfenced to contribute to the cost of renewing the outside learning and play spaces**, which is really exciting!



In 2023-2024  
academic year  
the SFSA raised  
over **£10,000!**

Typically, around  
**70% of St Faith's  
families** are  
directly involved  
in raising funds  
for the school  
every year.



# What we would like from our new Headteacher

## Our pupils say...

We would like our new Headteacher to:

- ✓ Be caring, inspiring and helpful.
- ✓ Be happy, patient with all of us.
- ✓ Always be available to listen to us.
- ✓ Get to know us all and be proud of us.
- ✓ Be interesting when doing Collective Worship.
- ✓ Be keen to celebrate special events as a whole school.
- ✓ Have a sense of fun!
- ✓ Respect our opinions.
- ✓ Be a great representative for St Faith's.



## Our staff say....

- ✓ Be child-centred, approachable, motivational, inspiring, confident and kind.
- ✓ Be a role model of high expectations, possess a strong understanding of St. Faith's.
- ✓ Be willing to further develop the school's strengths and not make unnecessary changes.
- ✓ Be organised, strategic and future-focused.
- ✓ Be an advocate for staff wellbeing and trust staff.
- ✓ Be efficient, fair and evaluative in decision making.
- ✓ Have a strong understanding of EYFS.
- ✓ Have excellent communication and prioritisation skills.



# What we would like from our new Headteacher

## Our parents say...

We would like our new Headteacher to:

- ✓ Inspire children to be kind, achieve their potential, and find their passions.
- ✓ Be approachable, compassionate, creative, nurturing, and personable.
- ✓ Strive for academic excellence.
- ✓ Encourage children to try new things and persevere without fear of imperfection.
- ✓ Focus on both traditional educational results and the overall development of the child.
- ✓ Inspire and motivate teachers and staff to improve retention.
- ✓ Show strong leadership with clear vision and definitive management of incidents of bullying.
- ✓ Be an excellent communicator all round, including with us parents!
- ✓ Be responsive to families and open to listening to parents' concerns, especially regarding SEND.
- ✓ Have great organisational skills.
- ✓ Be proactive with school activities like residential and school trips.
- ✓ Uphold Christian values and ensures every child feels valued, included and safe.
- ✓ Show kindness and focus on building skills in public performance and social/emotional learning.
- ✓ Be confident with ICT
- ✓ Be dynamic, not risk-averse, setting the expectation really high for staff and pupils.



# Headteacher Person Profile (1)

	Essential	Desirable
<b>Professional qualifications</b>	<ul style="list-style-type: none"> <li>• Holds QTS.</li> <li>• Can evidence commitment to professional development e.g. NPQSL.</li> <li>• Demonstrates a commitment to academic excellence.</li> </ul>	<ul style="list-style-type: none"> <li>• Has completed or is in the process of completing NPQH.</li> </ul>
<b>Professional experience</b>	<ul style="list-style-type: none"> <li>• Has proven and sustained experience and impact in whole school leadership in the primary phase.</li> <li>• Currently a HT or DHT or other member of the school leadership team.</li> <li>• Has experience of creating and implementing whole school teaching and learning strategies, with positive impact.</li> <li>• Has strong executive capacity, able to weigh up information to take the right decisions at the right time.</li> </ul>	<ul style="list-style-type: none"> <li>• Has worked successfully at all key stages in a primary school.</li> <li>• Experience in more than one setting.</li> <li>• Demonstrates an understanding of the role of the Headteacher in a small school.</li> <li>• Experience of successfully combining strategy development with financial management.</li> </ul>
<b>Ethos</b>	<ul style="list-style-type: none"> <li>• Is committed to upholding and promoting the distinctive Christian Ethos and practices of the school.</li> <li>• Is committed to working closely with the parish.</li> <li>• Lives to personal values consistent with core Christian values; acts with integrity, is approachable and caring.</li> <li>• Role models the values of inclusion and equality.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of courageous advocacy in their community</li> <li>• Is passionate about making the world a better place.</li> <li>• Is a true ambassador for the school in their local community.</li> </ul>
<b>Personal skills and qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrates a growth mindset and shows professional curiosity, underpinned by a proactive 'can do' attitude.</li> <li>• Is a dynamic, energetic, resilient and adaptable leader</li> <li>• Can motivate staff to develop their ideas and be their best.</li> <li>• Is analytical, using a range of data to drive school improvement.</li> <li>• Is an excellent communicator who can engage with a variety of stakeholders in order to have impact.</li> <li>• Has excellent organisational skills and maintains a good work-life balance.</li> <li>• Is prepared to ask for advice and support when needed.</li> </ul>	

# Headteacher Person Profile (2)

	Essential	Desirable
<b>Strategic Skills</b>	<ul style="list-style-type: none"> <li>• Is able to articulate a clear vision for the school.</li> <li>• Can inspire, challenge, motivate and empower others to take the vision forward.</li> <li>• Seeks input from all stakeholders and actively engages with the Governing Board to develop the School Improvement Plan.</li> <li>• Can systematically evaluate the school.</li> <li>• Has experience of leading school improvement initiatives with clear impact on outcomes.</li> <li>• Is able to interpret assessment data to identify areas for further development.</li> <li>• Is able to keep governors informed through detailed evidence based reporting.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience as a school governor or of working closely with a Governing Board.</li> <li>• Has personally initiated and developed activities that have improved outcomes for pupils.</li> <li>• Looks beyond the school for improvement ideas and best practices.</li> </ul>
<b>Leading Teaching, Learning and Assessment</b>	<ul style="list-style-type: none"> <li>• Can evidence a passionate commitment to exceptional teaching, learning and assessment <i>which is ambitious for every child</i>.</li> <li>• Is committed to ensuring learning is at the centre of strategic planning.</li> <li>• Has experience of monitoring, evaluating and improving the quality of teaching and learning with demonstrable impact on outcomes.</li> <li>• Can use their wide experience as a highly successful classroom practitioner to role model effective teaching.</li> <li>• Can effectively coach and mentor colleagues.</li> <li>• Believes that pupil enjoyment is a crucial aspect of effective learning.</li> <li>• Has a clear vision of what an outstanding curriculum looks like.</li> <li>• Is committed to extending learning beyond the classroom and providing an enriched curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Personal experience of raising the quality of teaching and learning at whole school level.</li> <li>• Can demonstrate engagement with other schools and agencies to achieve improved outcomes for children and their families.</li> <li>• Has experience of leading engaging and interactive Christian Collective Worship.</li> </ul>





# Headteacher Person Profile (3)

	Essential	Desirable
<b>Organisation and management skills</b>	<ul style="list-style-type: none"> <li>• Can achieve the best use of people, financial and physical resources.</li> <li>• Is an effective facilitator, able to implement new ideas and processes.</li> <li>• Is able to form reasoned judgments and take difficult decisions.</li> <li>• Is able to manage, lead and communicate change sensitively and effectively.</li> <li>• Is able to use effective and robust performance management processes to hold staff to account and rapidly addresses underperformance where necessary.</li> <li>• Has experience of staff recruitment/deployment.</li> <li>• Is committed to continuing professional development for self and others, including identifying and retaining emerging talent.</li> <li>• Is committed to setting and achieving aspirational goals and targets.</li> </ul>	<ul style="list-style-type: none"> <li>• Has experience of strategic financial planning and budget management.</li> <li>• Has successfully developed, implemented and reviewed school policies.</li> </ul>
<b>Building Partnerships</b>	<ul style="list-style-type: none"> <li>• Demonstrates a willingness to engage with the wider school community and to listen and act on feedback.</li> <li>• Effectively manages relationships with all stakeholders in the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Has experience of collaborative working with external agencies.</li> <li>• Has actively engaged with Parents' Association/PTA.</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Demonstrates a commitment to safeguarding and promoting the welfare of children and young people.</li> <li>• Is confident in all aspects of safeguarding and is fully committed to creating a safe school environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of the DSL role.</li> <li>• Has undertaken Safer Recruitment training.</li> </ul>



# Key Tasks

On starting their role at St Faith's, the Governing Board would like the newly appointed Headteacher to focus on establishing strong and successful working relationships with governors, parents, staff, pupils and the Parish of St Faith.

Doing so will enable the Headteacher to deliver the following key strategic tasks during their first year in post:

## Key Tasks

- Develop and embed effective and impactful **assessment processes across the foundation curriculum**, which will enable teachers to accurately identify and address any gaps in pupils' knowledge and lead to **accelerated progress** for all subgroups.
- Undertake a review of **resource deployment – including staffing – to ensure financial resilience** and future-proofing.
- Design and oversee the implementation of **efficient school administration processes**, ensuring staff are deployed for optimal effectiveness, and strengthen accountability through **effective line management**.
- Work closely with the Local Authority and governors **to confirm compliance** in all areas, with a particular focus on Health and Safety.
- **Build the professional capacity of staff** across the school, supporting their development in order to maximise pupil progress.



# Why Winchester?

Winchester, once the capital of England, is a city with a population of around 40,000. The county town of Hampshire, it lies on the River Itchen at the western end of the South Downs range of chalk hills.

The town is also highly renowned for its outstanding educational establishments ranging from local primary, secondary and sixth form schools, to the University of Winchester, and the famous public school, Winchester College.

A major landmark of the city is Winchester Cathedral, one of the largest cathedrals in Europe which was originally built in 1100. It contains much fine architecture spanning the 11th to the 16th century and is the place of interment of numerous Bishops of Winchester and early monarchs, as well as the writer Jane Austen.

**Winchester has in recent years been voted as the best place to live in England.** This vibrant cathedral city offers a wide range of boutique shops, theatres, a cinema, sports clubs, farmers market, restaurants and pubs as well as many attractive walks through the water meadows and St Catherine's Hill, which are on the doorstep of the school.

St Faith's is located in St Cross approximately 5 minutes off the M3. Winchester has fast train links to London Waterloo (approximately 55 minutes) and good road links to M3/A303/A34, to the south coast and the New Forest.

## About St Cross

Nestling in the water meadows alongside the River Itchen and in the shadow of St Catherine's Hill lie the ancient Hospital and Chapel of St Cross. The Hospital is one of England's oldest continuing alms houses founded in the 1100s.

The principal activity of the Hospital continues to be the provision of individual, private apartments for a living community of about twenty-five elderly men.

The school is an integral part of this church community. For further information on the Hospital, church and parish of St Faith refer to the following websites: [www.parishofstfaith.org](http://www.parishofstfaith.org) and [www.hospitalofstcross.co.uk](http://www.hospitalofstcross.co.uk)



# About the Parish of St Faith

The Parish of St Faith at St Cross in Winchester is perhaps the only parish in England without a church. The church of St Faith where the local community worshipped from the 11th century or even earlier fell into disrepair and was demolished in 1508. In the same year the Master of St Cross invited the parish to worship in the nearby chapel of the Hospital of St Cross, the oldest Almshouse in continuous use in Britain, until they had rebuilt their parish church.

Now, over 500 years later the parish still worships at St Cross, and the Master of St Cross is now also the Rector of the parish of St Faith. The parish and the Hospital of St Cross for centuries grew close together and formed a community of mutual support. The ethos of hospitality and opens to the strangers runs deep in the identity of St Faith. The warm welcome we show to all people is the way in which we understand and follow the teaching Jesus in our life and mission.

We are a diverse and multi generational community with our worshippers ranging from 0-101 years of age. We have a range of groups and clubs, including two active youth clubs on Friday night, groups for children and young people on Sundays, Bible Study groups and a variety of social gatherings throughout the year. Our termly 'Community Tea' gathers up to 80 families and offers a place of meeting to all who need it, and great activities for people of all ages.

Our worship is focused on the beauty of God. Through music, well prepared liturgy and excellent preaching, our services offer spiritual sustenance and encouragement to follow Jesus on the path of holiness. We hope that our ministry will be the source of a positive change in the parish and wider community.

Music play a crucial role in our parish and our talented choir preserves Anglican choral traditions. Choral Matins and Evensong are regular Sunday features. We offer services according to the Book of Common Prayer and Common Worship, ensuring that everyone will find a suitable place of worship here.

Our hope is that in our parish everyone will find an accepting and supportive community. We do not claim to know everything and that we have all the answers; but that following Jesus and learning from his Word we are walking together and trying to make this world a better place.



# Diocese



## The Dioceses of Portsmouth & Winchester

### Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Bishops of Portsmouth and Winchester encourage Church school Headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

New Headteachers are encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representative involved in the appointment process at the school you are applying to will be :

**Sue Bowen, Church Schools Advisor.**

*If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.*



# Education in Hampshire

- Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.
- Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing support wherever needed.
- The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.
- Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council. With the County Office in Winchester, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Headteachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.
- In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Headteachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Headteachers and LA colleagues.
- Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that **provides excellent education and has an excellent capacity for further improvement**. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff.
- To find out more about Hampshire and what it has to offer, visit our website at [www.hants.gov.uk](http://www.hants.gov.uk). Hampshire has a lot to offer. We hope you will join us.



# Application Procedure

Candidates should complete the application form and return it via email so that it is received no later than **noon on Friday 10<sup>th</sup> January 2025.**

E-mail address: [htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk). You should provide a full statement in support of your application, which should not exceed two sides of A4 paper. Please do not restate the factual details already included elsewhere on the application form.

**Selection Procedure:** The shortlist will be drawn up on **14<sup>th</sup> January 2025** and the selection process will take place on **27<sup>th</sup> and 28<sup>th</sup> January 2025.** Further details will be sent to those candidates called for interview. Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not. Failure to send your application form to the above email address may invalidate your application.

**Equality Monitoring:** All applications will be required to complete an Equality Monitoring form.

**Receipt of Application:** Applications are acknowledged within 2 working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately at [htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk)

**Safer Recruitment:** St Faith's C of E Primary School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure & Barring checks along with other relevant employment checks.

**Privacy notice** – The school collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the school. The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the County Council to comply with a legal obligation. The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee. You have some legal rights in respect of the personal information we collect from you. Please see the school's website for further details on their privacy notice and data protection policy. You can contact the school's Data Protection Officer if you have a concern about the way they collect or use your data.

