



Hurstbourne Tarrant Church of England Primary School

Candidate information pack



Welcome from the Governors

Thank you for your interest in our school and for looking at our school information pack.

The Governors of this wonderful Church of England (controlled) village primary school are seeking to appoint a new headteacher to continue driving academic success and delivering on our core values of Respect, Honesty, Care and Love.

The curriculum is bright, lively and creative. We are looking for a collegiate, friendly and inspirational leader. Someone who aligns with our vision and values, and is dedicated to further developing our school community, where each member of our school feels valued and cared for, with each person's individual strengths recognised.

Hurstbourne Tarrant CE Primary School recently received a "Good" Ofsted report which described the school as providing a safe, supportive and positive environment, with strong relationships, good behaviour and excellent personal development opportunities.

We can offer you a comprehensive induction package and continuing professional development (CPD) to support your personal progress. At our school you will have the opportunity to have an impact on whole school development and make a real difference to the lives of students.

Our school is part of the vibrant village community and if you are excited by this opportunity and in driving the school forward for the future we warmly invite you to visit to our school and we would be delighted to show you around.

If you would like to come and meet us, please contact the admin office at our school on 01264 736213 or email the adminoffice@hbt.hants.sch.uk

From the Governors



About Our School



Hurstbourne Tarrant CE Primary School is a rural school situated in the beautiful village of Hurstbourne Tarrant in Northwest Hampshire. The catchment area of the school is the village and much of the rural area to the north.



The school enjoys close links with the village community, including the St Peter's Church which is directly opposite the school, and many members of the village make a welcome contribution to the life of the school.





Our vision

Our school's Christian vision is:

“Through ‘Love of Learning, Love of Life, Love of Christ,’ we aim to ensure that our school is a place which helps children to reach their potential within an environment that helps and nurtures them to a positive purpose in life being true to themselves and others.”

We pride ourselves on our inclusive, warm and friendly feeling school. We encourage all of our children to reach for the stars!





Our Christian Values - REACH

Respect - In our school we will be polite, think about how others feel and show respect for everyone and everything.

Effort - In our school we will always try our best in our work, play and our lives

Aim High - In our school, we will aim high by setting ourselves new challenges

Care and Love - In our school we will care and show love for ourselves, each other and our environment

Honesty - In our school we will be honest with one another in our work and play



Our School and the Church



- We have strong links to our Church, St Peter's Hurstbourne Tarrant
- We perform daily worship at school including singing, celebration and collective worship
- On Thursdays the children have Collective Worship in the Church. The Church is also well used at Christmas and Easter for special services that involve the community and the headteacher is an active participant in these
- Our local vicar is an active governor and also supports the children, coming in to work with them on their school prayers and shepherding the Year 6 school leavers at their annual leavers' service at Winchester Cathedral
- Our new headteacher is expected to continue to develop the distinct Christian character of our school



Ofsted 2025

May 2025: Rated Good in all areas



- Pupils feel proud to be part of the school and it plays an important role in the local community
- The school has high expectations, and pupils respond with positive attitudes and good-quality work
- Relationships between staff and pupils are warm, trusting and supportive, helping pupils feel safe and listened to
- Behaviour is very good. Pupils are described as kind, polite and welcoming
- Early reading and phonics are taught very well, helping children learn to read fluently
- Provision for pupils with special educational needs and/or disabilities (SEND) is particularly strong. Their needs are identified quickly and teaching is adapted to help them succeed
- Pupils' personal development is a key strength, helping them become confident and independent learners
- While some curriculum areas still need refinement, the school is actively improving and moving in the right direction

SIAMS 2023

March 2023: Rated Good as Overall grade and
Good for the impact of collective worship



- The Christian vision of our school underpins a culture of inclusivity, good behaviour and supportive relationships which engender dignity and respect so that all may flourish
- The biblical underpinning of the vision is clearly understood by leaders and is evident in supporting documentation and provides wider understanding of the vision within the school community
- Collective worship reflects the vision and is effective in its impact
- The Christian vision clearly impacts on the religious education (RE) curriculum and as a result, pupils flourish in their understanding of RE
- Leaders have developed staff and pupils' understanding of spirituality in line with the vision
- Spiritual reflection has a positive impact on pupils' thinking and we are looking to provide spaces for personal reflection for the children



Key Facts about the school

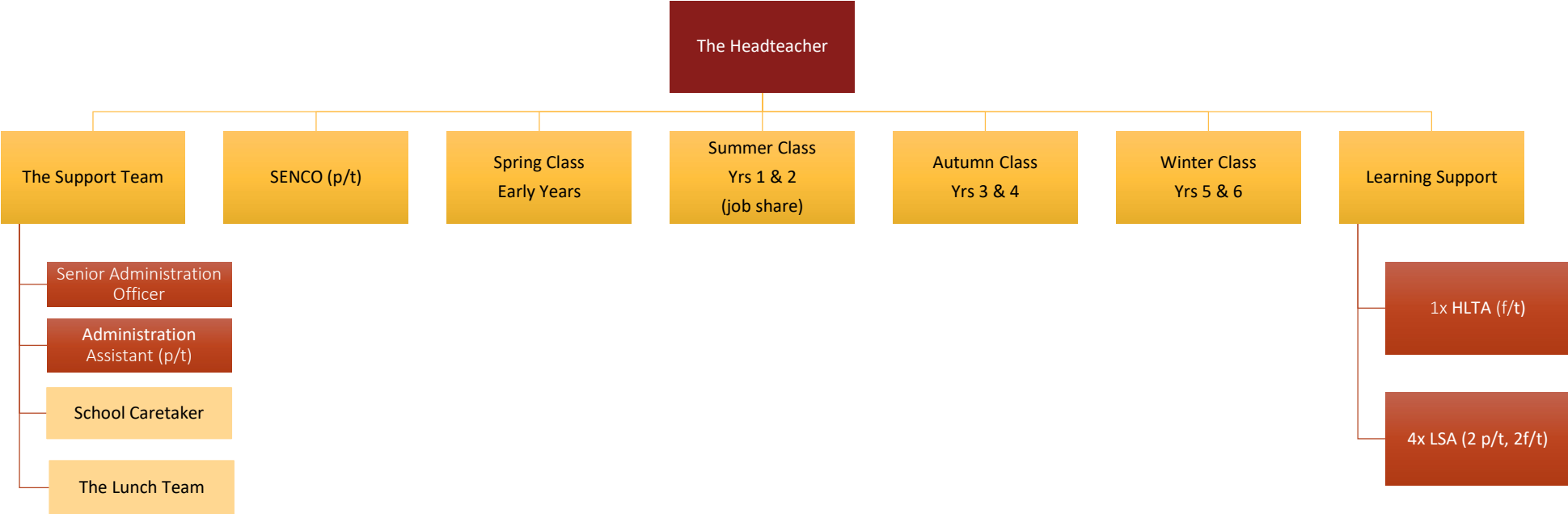
Founded in 1847, we currently have:

- 99 children on the school roll
- In 4 classes
- 19% of our pupils are SEND
- 3% of our pupils have EHCPs
- 11% of pupils are Pupil Premium
- Notable Alumni include:
 - Holly Mills – English long jumper and heptathlete
 - James Blunt – Singer & song-writer
 - Arthur Landon – Producer and writer
 - Dr Sam J. England – Ecologist, physicist and entomologist who discovered a new species of treehopper in Costa Rica

- Our school is actively involved in our local and wider-flung rural school competitions with athletes performing well in a range of sports, such as cross-country and tag rugby
- Our older students participate on a residential trip in the autumn term
- Our school's vision inspires pupils to make a difference, serving others both locally and globally. For example, pupils have actively engaged in local community work, including litter picking and planting trees. Pupils have also initiated raising funds for a toilet twinning project making a real difference to two communities in Africa



Our school team



What makes our school special



- Our school is a warm, nurturing and inclusive community, where every child is known as an individual and treated with care, respect and compassion
- Strong relationships sit at the heart of the school. Staff, pupils, parents and governors work closely together, creating a genuine sense of belonging and community where kindness, fairness and mutual respect are lived every day
- Our Christian vision and values underpin all aspects of school life. Values such as honesty, respect, care and love are modelled consistently by staff, celebrated through worship and assemblies, and clearly reflected in pupils' behaviour and attitudes
- The school provides a happy, positive and engaging learning environment, where learning is made relevant, creative and enjoyable. Pupils are encouraged to build confidence, independence and a genuine love of learning across the curriculum
- Pastoral care and wellbeing are real strengths. Staff prioritise children's happiness and mental health, offering timely support and creating an environment where pupils feel listened to and confident to seek help when needed
- As a small village school, we offer unique opportunities for children to mix across year groups, take on responsibility and develop strong friendships. This inclusive, family-like atmosphere helps pupils grow into considerate, resilient and well-rounded individuals
- Parents consistently describe the school as a lovely, welcoming and joyful place, where children are encouraged to be the best versions of themselves



Community

- We are proud of our excellent reputation in the community, our fantastic pupils and our caring staff
- An important part of our ethos is to value the partnership we have with the parents as we believe that working closely together enables the children to benefit fully from school
- Our Parent Association, known as the Friends of Hurstbourne Tarrant School Association, organise an annual programme of social events for the children and parents that raises a lot of money each year for the school. The biggest event is the annual 'Summer Fayre', which is held in early June
- We have a 'Happy Shopper' in the village which is run by Vinoth and his team who play a key role in the community effort in the village and provide great support for the Summer Fayre
- The children are involved in designing the t-shirts for the annual Hurstbourne Tarrant 5-mile run (HBT5) which attracts hundreds of runners. There is a concurrent children's 2k fun run
- During our most recent parent survey it was noted that our school '*creates a kind, nurturing environment where the older children look after the younger ones and where kindness towards each other is highly valued*'





Looking to the future



Our school is recognised for its forward-thinking approach to education, where children receive a well-rounded education

We foster a lifelong love of learning as our children deserve the very best at the start of their learning journey with us



Our school continues to be a place where each member of our school community feels valued and cared for, with each person's individual strengths recognised



Our school is a place where our core values of Respect, Honesty, Care and Love are recognised and central to our ethos and the life of our school



Our school is a place where people work and play alongside each other happily and harmoniously

Staff work closely together to ensure joined-up thinking and ensure high standards, through quality teaching and learning experiences across primary years



Our school is focused on learning, creativity and fun – these are the basis of an exciting curriculum

We believe in giving children a 'hands on' approach to learning - children are allowed to experiment and experience activities to inspire them to find out more



People comment on how they 'always enjoy visiting our school'; how are children are kind, caring and respectful and the quality of our teaching shines through conversations with our children



Who are we looking for

Role specifications

What our parents and our community are looking for?



- A strong, approachable leader who understands the unique nature of a small village school
- A headteacher with a clear vision who is committed to stretching every pupil, nurturing talents and ensuring a broad, enriching and high-quality education
- A leader who puts children at the heart of every decision
- Someone who is an excellent communicator, listens carefully, explains decisions clearly and engages families as genuine partners in school life
- A leader who understands SEND and inclusion, is knowledgeable, compassionate and proactive in ensuring that all children feel supported, valued and able to thrive within a mainstream setting
- Someone who values, supports and protects staff, recognising workload pressures, celebrating strengths, fostering teamwork
- A headteacher who is energetic, enthusiastic and hands-on, present around the school and actively engages in village and community life
- A leader who is able to make difficult decisions when needed, hold high expectations for behaviour and standards, and lead with confidence, honesty and consistency

Key Tasks

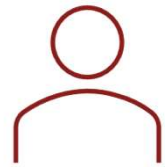


The focus for our new headteacher must be to:

- Maintain and secure the upward trajectory of the school with the aim of raising attainment, improving pupil progress and achievement throughout the school, and enabling pupils to achieve their full potential
- Embed and pursue a broad curriculum and improve the quality of teaching, learning and assessment to raise achievement for all pupils, particularly the most able and disadvantaged whilst ensuring opportunities for pupils' spiritual, moral, social and cultural development are maximised
- Support all staff to achieve their full potential through personal development plans and a robust wellbeing strategy
- Communicate effectively, and continue to develop cohesive and productive partnerships within the school community

The Headteacher is the Designated Safeguarding Lead.

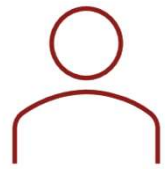
- The Headteacher will be responsible to the Governing Body for achieving the National Standards of Excellence for Headteachers (2020), at an appropriate level based on previous experience, induction and ongoing professional development



Person Specification (1 of 2)

The key attributes we are looking for are:

- Is a qualified teacher with Qualified Teacher Status
- Has a proven track record of success as a senior leader / Deputy Head / Assistant Head / Head of School / Acting Head / Head)
- Will provide motivational and professional leadership and management to ensure school improvements are embedded and sustained
- Will uphold, develop and enhance the Christian distinctiveness of the school
- Is able to demonstrate an outward looking and forward-thinking approach
- Understands and welcomes the role of effective governance
- Is prepared to deliver and lead acts of Collective Worship in accordance to church school procedure
- Will ensure the protection and safety of pupils and staff through effective approaches to safeguarding and health and safety
- Will ensure the school works effectively in partnership with parents, carers and professionals to identify the additional needs and providing support and adaptation where appropriate



Person Specification (2 of 2)

Continued:

- Will establish and sustain culture and practices that will nurture pupils and enable them to access the curriculum and learn effectively
- Will establish and sustain high quality teaching across all subjects and phases
- Will forge constructive relationships with parents, carers, the local community and local church and wider diocese
- Is able to demonstrate that they have led successful change in an education environment
- Evidence of further relevant professional study and/or qualification e.g. NPQH
- Can identify aspirational areas for school improvement and develop appropriate, evidenced informed strategies to achieve this
- Has knowledge and understanding of strategic financial planning, budgetary management and principles of best value
- Has experience of using a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life



Our wider stakeholders

And application process

The Dioceses of Portsmouth and Winchester Diocesan Board of Education

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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 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.



- **Why choose to teach in Hampshire?** Make your best career move and choose to teach in Hampshire! Hampshire is committed to excellence in education and will continue to strive for the best possible outcomes for each and every child. As one of the largest authorities in the country, we offer an incredible variety of teaching opportunities. Whether you're drawn to the challenges of urban and city schools or the close-knit community of rural primary schools, you'll find a vibrant setting for your next career move
- **Inclusive Workforce** Hampshire schools are committed to on-going partnership working across the Authority to ensure our communities are represented. Our schools are dedicated to being diverse and inclusive employers and aim to recruit the best people from a wide range of backgrounds and talent
- **Community and Diversity** Our schools are dedicated to serving their local communities and reflecting the rich cultural diversity of Hampshire. We believe in local management, with the Local Authority providing support wherever needed, ensuring each school can thrive
- **Professional Development** We pride ourselves on offering first-class learning opportunities for our teachers, both internally and through external course providers. For new headteachers, we offer a structured induction development programme in partnership with governors, helping to build close working relationships with other headteachers and Local Authority colleagues
- **A Place for Every Pupil** Hampshire is home to over 170,000 schoolage children across approximately 438 primary, 71 secondary, and 26 special schools. While most are community schools, we have strong partnerships with Diocesan bodies to maintain places in church schools. Our 26 special schools and 42 Resourced Provision in mainstream schools offer tailored education and support for children with various needs, including learning difficulties, physical and sensory disabilities, and social and emotional needs
- **Support and Collaboration** We foster a strong ethos of collaboration and communication, with regular meetings of headteachers in various groupings to facilitate effective working relationships between the Local Authority and schools. Hampshire Authority maintains an established network of advisers providing responsive and flexible support



Hampshire
County Council

EDUCATION IN HAMPSHIRE

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Education and learning.



*Hampshire has so
much to offer, and we
hope you will join us!*

Safer Recruitment and Privacy Statement

Hurstbourne Tarrant CE Primary School and Hampshire County Council are 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 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 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.

Application Procedure

Candidates should complete the [application form](#) and return it so that it is received no later than noon on 5th May 2026.

Education Recruitment, Education Personnel Services, 3rd Floor Hampshire House, 84-98 Southampton Road, Eastleigh, SO50 5PA

📞 02380 383537

✉️ eps-recruitment@hants.gov.uk

Selection Procedure

- 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.
- The shortlist will be drawn up on 6th May 2026 and the interview selection process will take place on 21st and 22nd May 2026. 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 (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately on the number above.