



Anton Junior School

SAFE- HAPPY- LEARNING



Headteacher Information Pack



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Letter from our Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Headteacher at Anton Junior School.

This vacancy has arisen following the resignation of our current Headteacher.

The right candidate of this position will have a hands-on approach and deliver inspirational leadership. They will ensure that our friendly team of staff continue to feel supported and developed, and that every child receives an ambitious and engaging learning experience that will equip them for their own journey.

With the full support of the governors, we are looking for the school to continue to develop and improve following a recent Ofsted.

In particular, we are looking for a Headteacher who is:

- Able to provide excellent teaching and learning to ensure improved outcomes for all pupils
- Able to provide strong leadership and governance as a lever for securing further school improvement
- Will provide a rich and ambitious curriculum which meets the needs of all children.
- Can demonstrate the ability to communicate clearly with various audiences and build strong relationships within the school community.

Whether you already have some experience of headship, or you are looking to build upon experiences to take on a new level of responsibility, we welcome all candidates who believe they have the talent and potential to be an outstanding Headteacher, and we look forward to receiving your application.

Yours Sincerely



Steve Williams



Welcome to Anton Junior



Ofsted 2025: What is it like to attend this school?

“Pupils enjoy attending this positive and welcoming school. They behave well and proudly demonstrate the school values of kindness and respect. Pupils are keen to learn and they show great care towards each other. They welcome the positive relationships they enjoy with staff. Pupils appreciate how staff take care to listen to them if they have a worry.”

“Pupils learn to be responsible citizens through a variety of diverse extra-curricular experiences. They relish the impressive range of leadership roles on offer, including reading and anti-bullying ambassadors. One pupil rightly described how these opportunities ‘provide valuable experiences of helping others so we understand how to do this when we are older’. Pupils who are disadvantaged benefit equally well from the school’s work to promote pupils’ personal development. “

“Overall, pupils behave well and enjoy positive attitudes to learning. Staff have benefited from high-quality training and use a consistent approach to promote positive behaviour. The school’s actions to encourage high attendance are effective. It has successfully reduced the proportion of pupils who are routinely absent.”



- ▶ This school is situated in the heart of Andover town, within the picturesque Test Valley, having close proximity to Winchester, Basingstoke and Salisbury.
- ▶ Being in the heart of Andover the school is a short walking distance from main facilities and attractions; St Mary's Church, Andover Leisure centre and the beautiful Rooksbury Mill, located off Barlows Lane.



- ▶ We are a relatively small school with 2 classes per year group, currently 234 pupils on roll.
- ▶ The school is surrounded by extensive grounds and facilities, including a music, dance and drama studio, Forest School, an all-weather pitch and an outdoor gym.
- ▶ Year 3 Classes FOX and OWL
- ▶ Year 4 Classes BEAR and LION
- ▶ Year 5 Classes TIGER and ZEBRA
- ▶ Year 6 Classes BOBCAT and COYOTE



Upon entering the school, you will immediately feel the warmth and friendliness of all staff, who genuinely believe in, and uphold our school visions for the best interests and outcomes for all our children. We aspire to educate the 'whole' child through embedding our engaging, broad and balanced curriculum, underpinned by the core values of kindness and respect, innovation and a love of learning, aspiration, resilience and independence and pride. Ultimately, our priority is to ensure children are safe, happy and nurtured and only then can begin the exciting journey into a world of fun and innovative learning opportunities.

If you would like to know more please visit:

<https://www.antonjuniorschool.com/>

Our Children

We asked our pupils what they like best about our school:

LESSONS!
SUBJECTS!

TEACHERS!
KIND AND
SUPPORTIVE!

FUN
ASSEMBLIES!

GOOD
FRIENDSHIPS!

KIND STAFF!

SPORTS!
PE!

MATHS!

RESIDENTIALS!

Being able to have responsible jobs
e.g. Head girl, anti-bullying
ambassador!

PLAY EQUIPMENT!

FOREST
SCHOOL

SCHOOL
TRIPS!

ALL
WEATHER
PITCH!

SWIMMING
LESSONS!

LOTS OF
CHALLENGE!

REPRESENTING THE SCHOOL IN
TOURNAMENTS!

FRIENDS!

SCIENCE!
EXPERIMENTS!

LANGUAGES!
FRENCH!

Our staff

We asked our staff “What qualities would we like the new Head teacher to have? “

- **Someone who has a child centred approach.**
- **Someone who is approachable.**
- **Leads by example.**
- **Someone who is kind and shows empathy.**
- **Someone who promotes well-being and tries to actively boost/ maintain positive staff moral - a team player!**

Someone who is fair and listens to the staff.

Someone who shows professionalism at all times.

Someone who is present around the school and with the children.

Someone who recognises the workload of all staff members and has well-being of all at the forefront of their mind.

Strong, consistent & fair

Approachable - listen, guide & advise as needed

Child Focused- passionate to achieve the best for every child

Team Player- inspiring, inclusive of all & motivational

Presences- positive & visible advocate for school

I would ask for someone to make the right decisions or choices by the children, and not ones led by adults.

Empathetic

Understand the need for a decent work/life balance

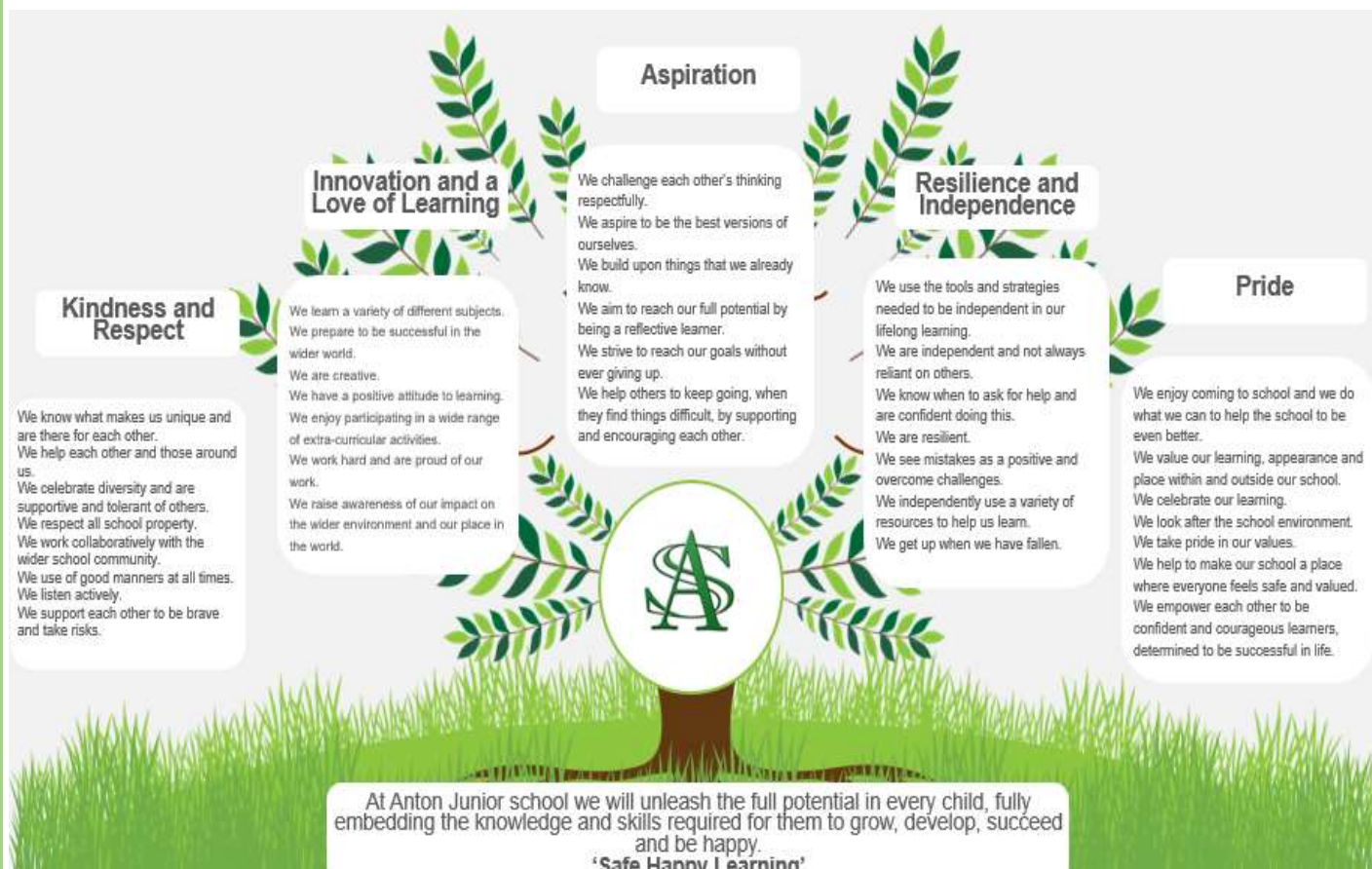
Put the needs to children first

Be approachable

Be honest and open

- ❖ Someone who has a child centre approach
- ❖ Someone who is approachable
- ❖ Someone who is kind and shows empathy
- ❖ Someone who promotes wellbeing and tries to actively boost/ maintain positive staff moral-a team player!

Our School Vision and Values



- ▶ Kindness and respect
- ▶ Innovation and a love of learning
- ▶ Aspiration
- ▶ Resilience and Independence
- ▶ Pride

PLEASE NOTE:

Our visions and values are currently under review for change, following the input of children, staff and our community.

Job Description

Job Title: Headteacher

Responsible to: The governing body

Salary: Leadership Scale: indicative pay range L11 (63,815) – L17 (73,819)

Start date: September 2025

Purpose, main duties and responsibilities

Core Purpose

To provide professional leadership and management of the school, staff, children and stakeholders in order to deliver outstanding outcomes for pupils.

Context

This role profile should be read in conjunction with the duties of the headteacher as set out in the latest National School Teachers' Pay and Conditions document.

Direction and Development of the School

Direction and Development of the School

The Headteacher will:

- Have a strategic view of successfully developing and improving an already thriving school
- Consult staff, pupils, parents and governors to create a strategic plan (the School Improvement Plan – SIP). Manage the implementation of the SIP and monitor its impact.
- Advise the governing body on the formulation of its policies and their implementation, and attend meetings of the governing body and its committees as requested
- Create an outward-facing school which works with other schools and organisations – in a climate of mutual challenge – to champion best practice and secure excellent achievements for all pupils

Teaching and Learning

The Headteacher will assist the Governing Body by:

- Ensuring that the statutory requirements of the National Curriculum are met
- Overseeing the curriculum, pastoral care and the administration of the school to ensure that they are delivered to meet the needs of all pupils
- Monitoring and evaluating the curriculum for both quality and value for money
- Promoting the effective management of pupil behaviour and ensure a sense of calmness through the effective management of pupil behaviour
- Demanding ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes
- Securing excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design,

leading to rich curriculum opportunities and pupils' well-being

- Establishing an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis

Leading and Managing Staff

The Headteacher will:

- Promote the school's ethos and create and maintain good working relationships among all members of the school community
- Maximise the contributions of all staff to improve the quality of education provided and standards achieved through effective deployment and delivery of the performance management process
- Hold all staff to account for their professional conduct and practice, addressing any under-performance, supporting staff to improve and valuing excellent practice
- Ensure that professional duties are fulfilled as specified in the School Teachers' Pay and Conditions document
- Liaise with representatives of teacher organisations
- Sustain their own motivation and that of their staff, and have a duty of care regarding staff welfare
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making
- Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff

Efficient and Effective Use of Staff and Resources

The Headteacher will:

- Advise the governing body on the formulation of the annual budget in order that the school secures its objectives and ensure the regular monitoring of the budget and the oversight of the use of resources
- Plan, manage and monitor the curriculum within the agreed budget, setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control
- Manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum, and health and safety requirements
- Seek to secure adequate resources for the school in the present and in the foreseeable future and ensure value for money throughout
- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity

Professional Development

The Headteacher will:

- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development
- Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils
- Inspire and influence others – within and beyond the school – to believe in the fundamental importance of education in young people’s lives and to promote the value of education

Accountability

The Headteacher will:

- Work closely with the Governing Body and its sub-committees and secure a positive working relationship with all Governors
- Provide information, objective advice and support to the Governing Body to enable it to meet its responsibilities – in particular its functions to set school strategy and hold the Headteacher to account for pupil, staff and financial performance - recognising that the Governing Body is accountable for the success of the school
- Create and develop an organisation in which staff recognise that they are accountable for the success of the school
- Ensure that parents and pupils are well informed about curriculum attainment and progress and are able to understand targets for improvement
- To be the designated Safeguarding lead and be accountable for all elements of this role

Person Specification

Anton Junior School - Person Specification

Generic qualifications, knowledge, experience, skills and qualities to fulfil this role are set out in “Headteachers’ standards 2020” to which candidates should refer. It is accessible at:

<https://www.gov.uk/government/publications/national-standards-of-excellence-for-headteachers>.

The governors have identified key strategic priorities (KSP) they would like the new Headteacher to focus on:

KSP 1 – To provide excellent teaching and learning to ensure improved outcomes for all pupils

KSP 2 – To provide strong leadership and governance as a lever for securing further school improvement

KSP 3 – To provide a rich and ambitious curriculum which meets the needs of all children

KSP 4 – Demonstrate the ability to communicate clearly with various audiences and build strong relationships within the school community.

Essential Criteria	
Qualifications & training	<ul style="list-style-type: none">• Qualified teacher status• Evidence of continuous professional development
Experience	<ul style="list-style-type: none">• At least senior leadership responsibilities• Outstanding classroom teaching• Developed other leaders to have impact• Led a least one core area of the curriculum• Leading change and overcoming challenges to develop improved outcomes for pupils
Qualities	<ul style="list-style-type: none">• Is dynamic, aspirational, innovative and creative• Is an enthusiastic leader that inspires enthusiasm in others• Leads by example, demonstrating integrity, resilience, emotional intelligence and clarity• Can build and develop a team through coaching and support.• Has excellent organisational and time management skills• Draws on own experience, research, expertise and skills and that of those around them to drive school improvement• Is decisive, with appropriate self-belief and confidence but is willing to ask for and accept advice• Is an effective communicator, able to articulate his/her vision• Demonstrate a passion for learning and teaching• Is approachable, reflective and empathetic• Fosters curiosity across the team to ensure understanding and ability to maximise opportunities for the best outcomes.

Promoting & safeguarding the welfare of children	<ul style="list-style-type: none"> • Provides a safe, calm and well-ordered environment for all pupils and staff • Ensures that the highest safeguarding practices and pastoral care for pupils are maintained • Is responsible and accountable for safeguarding practices in the school. • A thorough knowledge of safeguarding and child protection principles and the skills to handle complex situations • Good knowledge and understanding of behaviour management strategies and the ability to set high standards for the behaviour of children in school • Pupil wellbeing is at the heart of all decisions made. • Is able to create and sustain a safe and secure healthy school environment
Pupils & staff	<ul style="list-style-type: none"> • Consistently sets and requires high standards from staff and pupils, managing areas of concern in a timely manner. • Develops and sustains an aspirational culture in the school. • Develops and sustains an inclusive culture in the school celebrating equality, diversity and inclusivity • Secures excellent teaching and learning leading to the best outcomes for all pupils. • Proven ability to drive high standards for all children, including those with SEND and those working at greater depth. • Can build a cohesive and ambitious team and promote appropriate CPD • Has integrity and inspires trust and confidence • Makes learning enjoyable, stimulating and rewarding • Shares a passion for the well-being of staff and children • Secures a broad and balanced curriculum with the all-round development of the child at its heart • Requires rigour and fosters resilience in others • Inspires children and adults to take on new experiences • Be able to meet the needs of all pupils including the most vulnerable. • Respects and considers the children's staff, parents and governors' wellbeing.
Systems & processes	<ul style="list-style-type: none"> • Will uphold and lead the school's vision and values • Has the ability to communicate effectively and concisely in writing and verbally, across all forums • An approachable and inspirational leader, who communicates clearly and transparently to stimulate confidence and trust in the school community • Will form positive relationships with the local community, other professionals in the school and local authority • Ensures that the school's systems, organisation and processes are well considered, efficient and fit for purpose • Can demonstrate the ability to foster the highest standards of behaviour for learning so that all pupils are successful. • Maintains and establishes rigorous, fair and transparent systems and measures for managing the performance of all staff • Can demonstrate ability to effectively manage conflict.

	<ul style="list-style-type: none"> Effectively uses knowledge of the school's context in school improvement.
The self-improving school system	<ul style="list-style-type: none"> Has experience of working with other schools and organisations to champion best practice and secure continued school improvement. Develops effective relationships with other professionals to improve academic and social outcomes for all pupils To ensure a culture of improvement and refinement including in teaching learning and assessment. Has experience of using effectively a range of monitoring and evaluation tools to contribute to school self-evaluation and improvement
Strengthening the community link	<ul style="list-style-type: none"> Has the proven ability to further develop and strengthen the role of the school in the local community. Has experience of drawing upon the resources of the local community, to enrich the curriculum and improve the quality of education provided. Can create positive relationships with parents. Can create positive relationships with the community.

Desirable Criteria	
Desirable Criteria	<ul style="list-style-type: none"> Other relevant qualifications, for example professional qualifications. Has experience of working in a school supporting pupils and families for diverse cultures or vulnerable groups. Will maximise opportunities to secure sustainability and success for the school. Other relevant experience outside education Exercises strategic financial planning to ensure the school's sustainability Evidence of leading and managing teams of colleagues, demonstrating effective distributive leadership and accountability. Evidence of building and maintaining effective relationships with the governing body Current DSL training or experience of being DSL or DDSL Experience of Ofsted at senior leadership level Up to date knowledge and understanding of all 3 primary key stages

Application Information

The Governing Body of Anton Junior School is looking to recruit a Headteacher from September 2025 onwards. We are looking for an outstanding individual to continue leading our school to greater heights.

The successful candidate will provide professional leadership and management to our school and will have the opportunity to shape the direction of our school, while ensuring that all pupils receive a high-quality education in a safe and engaging learning environment.

School visits: **Wednesday 12th March 9.30 am - at 11.00 am**
Wednesday 4th March 1.30pm - 3.00pm
Thursday 13th March 2025 4.00 pm - 5.00 pm

Please contact the school office to book your visit.

Email: adminoffice@anton-jun.hants.sch.uk
Telephone: 01264 352845

Closing date: Friday 21st March 2025 @12pm

Interview dates: 22/04/2025 and 23/04/2025

Job Start Date: 1st September 2025

Contract/Hours: Permanent

Salary Type: Leadership Scale

Salary Details: The indicative pay range is set at £63,815 (L11) to £73,819 (L17)

Hours of Work: Full time

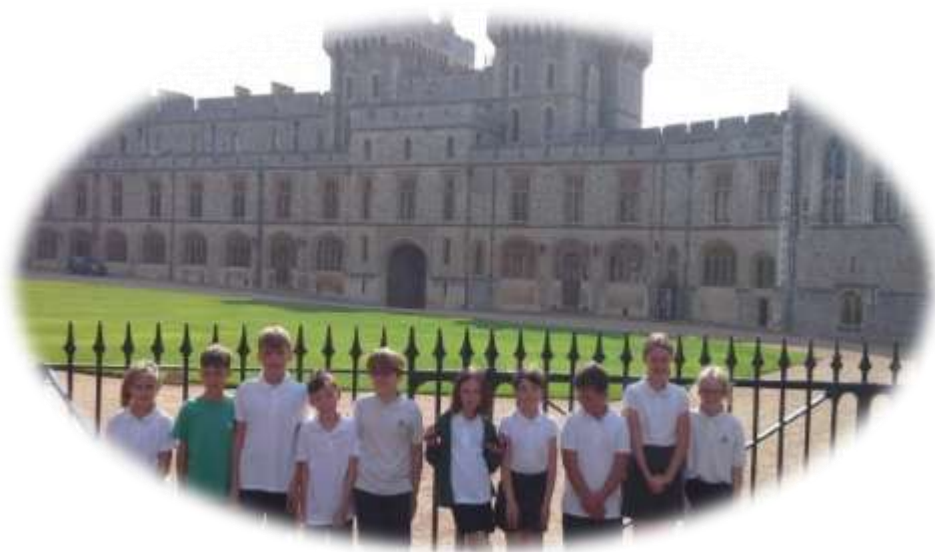
Location of Role: Anton Junior School

Contact details: htrecruitment@hants.gov.uk

Safer Recruitment Working closely with our colleagues at Hampshire County Council we 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 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.

Thank you for considering our school.



February 2025