



**St. Michael's CE Junior School  
Aldershot, Hampshire**

**Prospective headteacher's information pack  
December 2024**

Application closing date: 10 January 2025  
Interviews: 27 & 28 January 2025



# Dear prospective headteacher,

Thank you for your interest in becoming the headteacher at St. Michael's Church of England Controlled Junior School. St Michael's is a three-form entry junior school serving a mixed catchment in Aldershot. Nearly a quarter of the school receive the Pupil Premium grant for disadvantaged pupils and over a third of pupils speak English as an additional language with a large percentage of these arriving at school speaking no English. Twenty-six other languages are spoken at the school with the largest groups speaking Nepali, followed by Romanian and then Albanian. The mixed catchment and multicultural aspects of the school make it a unique and interesting place to work, staff ensuring that the school is the very best that we can be for all our pupils.

Our pupils are well behaved, motivated and enthusiastic showing high levels of engagement in their learning and in school life. We have implemented a well-sequenced curriculum where key knowledge has been precisely identified. Teachers know exactly what they must teach and when. There is a strong team of caring staff who want the very best for our pupils. At St. Michael's, we have a clear vision around community and inclusivity which is underpinned by a kind, supportive Christian community. Pastoral care is important to ensure that all our pupils feel safe, valued and respected.

Due to the retirement of our current headteacher, governors are seeking to appoint an experienced, dynamic and innovative school leader who can continue to build on the existing strengths of the school. In particular, we are looking for a headteacher who has the desire, drive and commitment to continue on our challenging yet exciting journey which ensures our children will become the very best they can be. We are looking for a headteacher who has a clear vision for our school and who will uphold and celebrate the Christian ethos of the school. Governors are looking for someone who will motivate others, lead by example and who has a rigorous approach to school improvement. We are very interested in hearing from serving senior leaders who can communicate and develop high aspirations for all our school community. Governors would like our new headteacher to continue to ensure the children receive rich opportunities to enable them to become excellent global citizens of the future. Do you think you have these qualities? This is a tremendous opportunity for you to have a positive impact on our school. If you are this person, then the governing body looks forward to receiving your application.

As our new headteacher, you would receive the full support of the governing board, along with a comprehensive induction package to make the transition to your new role exciting, challenging and enjoyable. Visits to the school are warmly welcomed. Please contact the school on 01252 322 933 to book an appointment for a visit during the weeks of the 16th December 2024 or 6th January 2025.

Yours faithfully,



Alan Jenner  
Chair of Governors



# Welcome to our school

At St. Michael's C of E (Controlled) Junior School we work together as a community to provide a happy, secure and stimulating environment where children are motivated to learn, are valued as individuals and encouraged to achieve their full potential. Our school understands the importance of developing our distinctive Christian vision. We are focused on growing our close and mutually beneficial partnership with St. Michael's and All Angels Church, working closely and engendering a joyous sense of wonder and awe in our children.

## Our Christian vision

Inspired by Him, we serve the community of St. Michael's by creating an inclusive learning culture where all differences are respected, where courage is shown to face and overcome adversity, and resilience is embedded in our journey to success so we can be the very best we can be.

“Love the LORD our God with all your heart and with all your soul and with all your strength and with all your mind” and “Love your neighbour as yourself.”

**Luke 10:27**

Our vision reflects the distinctive character, attitude and spirit of our school - the nature of its heart and soul. Most importantly, it is seen in the everyday life of the school, lived out in the relationships that are formed, the conversations that happen, the activities that take place and the choices that the children and staff make.

Our Christian values are the guiding principles that shape our lives and influence how we behave. As a school, we have embraced three core Christian values believing they are essential for nurturing wellbeing, strengthening mental health, and enabling every child to flourish and become the best that they can be.

## Our Christian values

**Respect, Courage** and **Resilience** underpin everything we do within our school community. Encompassing these values, we embrace each of the steps on the St. Michael's Journey to Success.

- We face new challenges and learn from our mistakes.
- We are considerate, caring and polite.
- We have pride in ourselves.
- We do our best and never give up.

## Our pupils and families

Our pupils enjoy coming to school and take pride in their achievements. They are engaged with their learning and show curiosity about the world around them.

Visitors feel welcome at our school and comment positively about pupil attitudes and behaviour. We work in partnership with parents and wider families and have developed open and honest relationships with them. Our Family Support Worker is an invaluable bridge between home, school and church.

## Our link to St. Michael's Infant School



My name is Dot Patton and I am headteacher at St Michael's C of E Infant School in Aldershot. I have been headteacher at the school since 2021.

One of the main reasons that I applied for the post at St Michael's Infant School was because of the children- they impressed me with their enthusiasm for learning and their respect and care for one another. I knew straight away that I wanted to work in this community. I have not been disappointed- every single day with the children has been rewarding.

As an Infant school, we have a very strong working relationship with St Michael's Junior School. We work very closely together and have shared staff meetings, Inset days, DSL meetings and expertise of our staff. Subject leaders work closely together on planning, monitoring and evaluating the curriculum and this has had a tremendous impact on the children's learning. All this work has benefitted both schools and the wider community.

I am very much looking forward to continuing to work with the Junior school and with the new headteacher.

**Dot Patton, Headteacher  
St. Michael's Infant School**



# A letter from the Vicar of St. Michael the Archangel and All Angels

Dear prospective applicant,

At St. Michael's Church of England Primary School, we are privileged to shape the lives of children, nurturing their academic, social, and spiritual growth. We are currently a Church of England National Centre of Excellence in nurturing faith and growing faith at the intersection of home, school, and church. Subsequently, we are dedicated to building a flourishing school community and happy school experience, rooted in Christian values that equip our children to thrive in a rapidly changing world.

Our school's values of respect, resilience, and courage are underpinned by the Gospel message of love and care. These values along with our belief in the intrinsic worth of every individual, shape our strong focus on safeguarding and lie at the heart of everything we do. We strive to create an environment where each child feels valued, protected, and inspired to reach their full potential. This was affirmed in our recent Ofsted inspection (March 2023), where we were rated "Good" in all areas.

Our distinctive Christian ethos shapes our shared vision for our pupils: that they leave us as confident, loving, and resilient individuals who embrace diversity and act courageously in the face of challenges. Preparing for our next SIAMS inspection will be a priority, and we seek a headteacher who is passionate about embedding these principles deeply into our educational and pastoral work.

Collaboration is key to our success. St. Michael's benefits from a strong, seamless partnership between the school and the church. Together, we provide enriching opportunities for spiritual growth, such as themed "Experience Services," while also fostering innovative initiatives to deepen parental engagement. Our growing parental engagement groups are strengthening the bond between families, the school, and the church, creating a vibrant and inclusive community. Moreover, as a recognised Centre, we are actively researching how to make these efforts even more impactful.

Being headteacher at St. Michael's is more than a role—it is a vocation. This is an opportunity to lead a dynamic, supportive school community that constantly aims to improve. My prayer is that as you read this profile, you sense a Divine calling to join us, bringing your leadership, pastoral gifts, and vision to a community ready to embrace and support you.

with every blessing,



Revd. Alwyn Pereira



# Our learning environment

St. Michael's was originally built as a secondary school and boasts a modern spacious school building set in seven acres of grounds. The extensive grounds provide an excellent setting to support our curriculum and allow our children different areas and environments in which to express themselves.

Outside facilities include a very large sports field, climbing wall, outside stage and an area known as the 'Jubilee Jungle'. Children utilise this space regularly through Outdoor Learning lessons which encourage children to appreciate their surroundings. Children are often found outside taking part in active learning.

The school benefits from a large hall complete with stage and professional lighting, providing a great home for our assemblies and Collective Worship and as an excellent venue for our school choir and school play performances.

Our facilities help place us at the heart of the community, parents love to be invited into the school and enjoy seeing the children demonstrate their learning. It enables us to run a wide range of extracurricular lunchtime and after school clubs and gives us a wonderful area to hold our annual sports day. We share our grounds with the infant school, giving our future pupils a chance to experience the school and it gives us an opportunity to invite children's clubs to run during the holidays.



# Curriculum

*“Leaders have worked tirelessly to refine the well-sequenced curriculum already in place. The key knowledge has been precisely identified, and teachers know exactly what they must teach and when. Teachers’ subject knowledge is strong in all areas because leaders accurately feed back development points from curriculum monitoring visits.”*

**Ofsted, March 2023**

*“Deeply embedded values are woven through a progressive and creative curriculum. The school celebrates its rich diverse community, where pupils are nurtured as unique individuals.”*

**SIAMS, June 2023**



The curriculum is planned through Termly Topic Overviews. In these overviews we identify key driver topic areas and key questions to direct learning. We identify objectives that will be taught throughout the term linking these to the St. Michael’s CE Junior progression, which is shared with parents on the school website. Where possible and when appropriate, subjects and themes are linked to provide continuity for the children and incorporate links to SMSC as well as exploit explicit links to our Christian Values.

Each subject has a vision which, alongside our main curriculum vision, shares how we implement the Christian Vision through our curriculum. We use the National Curriculum to develop our

progressions and create Long Term plans for each subject which engage our children. These progressions ensure that children build on their learning, remembering more and making links across subjects.

Each Year Teams creates Topic Overviews which will plan the Medium Term aims of the children’s learning. We create a map to show the journey through their topic and a week-by-week breakdown to show how each progression statement will be met.

Following this we then create short term planning. This is where further detail is added, and a flipchart is always created to share the learning journey with the children. We use each subject progression to make summative and formative assessments which informs the next day, week or topic planning.

We work alongside the Hampshire Advisory Team and our local cluster. By doing this we can access comprehensive support for planning and delivery across the curriculum. We also use and adopt a variety of planning schemes which support teachers in planning and delivery where appropriate.



## About our school

Type of school	Church of England (Voluntary Controlled) junior school
Age range	7 – 11
Number of roll	371
% SEN	22.1%
% PPG	28.8%
% EAL	29.83%
% Attendance	96.1%
Website	<a href="https://stmichaelscejunior.co.uk/">https://stmichaelscejunior.co.uk/</a>
Wrap-around care	A Breakfast Club and Afterschool club are hosted at the infant school for children attending both schools.

Correct in November 2024

## Staffing

Senior Leadership Team	Headteacher Deputy Headteacher SENDCO
Teaching staff	13x Teachers Outdoor Learning/MFL teacher Catch Up Teacher
Support staff	22x Learning Support Assistants Family Support Worker 3x ELSAs SENDCO Support Assistant
Administrative/Site staff	School Business Manager 3x Administrative Assistants Site Manager
Lunchtime team	Catered by Hampshire County Council Catering Services (H3CS)4 Lunchtime Supervisors (22 Learning Support Staff also work lunch duty)





## Community views – what do you love about our school?

### Children

I love the specialist teachers we have for PE, Music and Outdoor learning during PPA.

I love the school rules and collective worships as they teach us all how to behave and help us to make good choices.

At the end of each half term, children who have not misbehaved, get a reward. We love this as making good choices is recognised.

The large field and the equipment on it.

I love our new school uniform and being more active.

I love that we are always pushed to 'be the very best we can be'.

A safe place for you to be you.

Teachers will always help you and put all their time and effort into us – give up their time for us.

### Parents

The community and inclusivity that has been celebrated over the 2 years is incredible and I'd love that to continue.

We love that the headteacher is so down-to-earth, sometimes when we are talking, I forget she's the headteacher.

We love the leadership presence across the school. They actively listen to our concerns and deal with them quickly.

Our children are so genuinely happy at school. The staff are all working hard to give the children a positive experience.

I love how communitive and present the leadership team is.

## Staff

### What do you love about our school?

- How every child is valued as an individual
- Community values and team work
- The school is a friendly environment where children enjoy learning
- Everyone works as a team supporting, nurturing and challenging the children to be the best they can be
- How every child is considered and thought about
- It feels like a community and everyone looks out for one another
- The sense that everyone is pulling in the same direction for the good of the children
- Beautiful outdoors which can be used all year round
- The team and level of support between the staff
- The diverse community

### As staff, we are looking for a headteacher who...

Can continue to build links in the wider community

Is visible in school and is there for staff and children

Cares about the whole community and wants the best for everyone

Is warm, friendly and empathetic

Is a dynamic and inspirational leader

Will lead the team while also understanding the journey that we have been on

# Job description

## Role of the headteacher

The post holder is subject to the current conditions of employment for headteachers contained in the current School Teachers' Pay and Conditions Document.

The headteacher will uphold and demonstrate the [Seven Principles of Public Life](#) at all times:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership



## Accountability

The headteacher is accountable to the Governing Body, performance management will be informed by the [National Standards of Excellence for Headteachers \(October 2020\)](#):

1. School culture
2. Teaching
3. Curriculum and assessment
4. Behaviour
5. Additional and special educational needs
6. Professional development
7. Organisational management
8. School improvement
9. Working in partnership
10. Governance and accountability

## Salary

Salary Scale: Group 3, £75,675 to £86,783 (L18 – L24)



# Key Tasks

In addition to reviewing the strategic vision of the school, the following key tasks have been identified as priority areas for the new headteacher's first year in post:

- Drive attainment and progress ensuring that we are at least in-line with national averages and demonstrate that all children are making expected progress
- Build on the development of a community hub and improve parental engagement to ensure that the basic needs of children such as better attendance and educational outcomes are met
- Continue to foster and develop strong relationships with the infant school

# Person specification

	Essential	Desirable
Professional qualifications	<p>Qualified Teacher Status</p> <p>Significant experience as a headteacher, deputy or assistant headteacher in a primary school for a minimum of 3 years</p> <p>Evidence of continuous professional development, sustaining wide, current knowledge and understanding of education</p>	<p>Completed or in process of completing NPQH or other relevant professional development</p> <p>Previous experience of working in a church school</p>
Leadership and management	<p>Lead, motivate and inspire others by example with integrity, creativity, empathy, resilience and clarity</p> <p>Work collaboratively and communicate effectively with local schools, the Diocese, Local Authority, governors and the wider community</p> <p>Use data to develop strategic plans, set targets, monitor and evaluate progress, challenging performance, improving outcomes for children and raising expectations</p> <p>Work with families and involve all children in their education, learning and wellbeing</p> <p>Demonstrate an understanding of the statutory, financial and budgetary processes required in the management of a school</p>	<p>Use self-evaluation processes to monitor and improve all aspects of school life</p> <p>Proven track record of successfully managing change</p>

## Essential

## Desirable

### Leading teaching and learning

Demands ambitious standards for all pupils, overcoming disadvantage and advancing equality

Able to demonstrate a clear understanding of what constitutes an outstanding KS2 curriculum, and able to communicate this to all staff

Expects high standards of behaviour and attendance which values children as individuals to promote learning

Holds all staff to account for their professional conduct and practice

### Safeguarding

Experience of creating a strong safeguarding culture within a school

Up to date knowledge of safeguarding requirements and current legislation

Experience of being a Designated Safeguarding Lead (DSL) or Deputy DSL

### Faith commitment

A commitment to enriching the distinctive Christian ethos and character of the school

An understanding of the leadership role in the spiritual development of pupils and staff

Experience in leading collective worship

# Application procedure

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

## Postal applications:

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

## E-mail applications:

[eps-recruitment@hants.gov.uk](mailto:eps-recruitment@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 **Thursday 16th January** and the selection process will take place on **Monday 27th and Tuesday 28th January**. 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.

## **Safer Recruitment**

St. Michael's Church of England Controlled Junior 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 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 Schools Data Protection Officer if you have a concern about the way they collect or use your data.

## Support from the Diocese

The Diocesan Board of Education is responsible for 83 Church of England schools and academies across the diocese. It is responsible for setting the strategic direction for education and nurturing all those involved in schools and academies in our diocese so that all children and young people can flourish.

We provide practical support to Church of England schools, working in partnership with school leaders, staff, parents, parishes, clergy, and congregations. Our aim is to enhance the quality of education while fostering Christian character, collective worship and enriching daily life.

Our Education Team are highly experienced, credible system leaders who know and understand the educational landscape and the needs of our Church schools and academies. Church of England schools within the Diocese enjoy a close relationship with our team.

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.

We support our family of schools and academies in delivering high-quality education that meets the needs of local communities, families, parents, and pupils. This includes maintaining high standards, ensuring that school leadership reflects our shared Christian ethos, and values, and providing excellent learning environments through well-maintained school buildings that demonstrate our commitment to excellence in all areas.

Colleagues that are new to Church school Headship are invited to take part in our Diocesan Induction programme which is specifically designed to meet the needs of Church school headteachers.

The Diocese is working closely with the governing body to ensure that we find the right person to lead this vibrant Church school. Could that special person be you?



# 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 a supporting role 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. At the other end of the age range, 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.

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.

