23rd November 2026

Dear Applicant,

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

This is an exciting opportunity to lead a highly successful and ambitious school as it begins an important new chapter in its journey.

Following the retirement of our headteacher we are seeking an exceptional leader who shares our belief that every child deserves an outstanding education and will encourage and drive the positive characteristics set out in our Skills for Learning through the school.

Alongside this we want a headteacher who will support and develop our talented team of staff and ensure that Droxford continues to deliver an inspiring and motivating learning experience for all the children at the school.

Droxford Junior School is a warm, welcoming and inclusive school situated in the heart of the beautiful Meon Valley. We are proud to serve children and families from a wide range of backgrounds and have built a strong reputation for high achievement, exceptional pastoral care and a rich curriculum that enables every child to thrive.

We are particularly proud to be one of only three Ambassador Schools for the South Downs National Park and to have retained our Outstanding Ofsted judgement in 2024. These achievements reflect the dedication of our staff, the enthusiasm of our pupils and the strong partnerships we have built with our families and wider community.

In November 2025, we became part of The University of Winchester Academy Trust, a trust whose values closely align with our own and which places collaboration, innovation and continuous improvement at the centre of everything it does. This partnership brings exciting opportunities for professional development, leadership collaboration and school improvement, whilst allowing us to retain the individuality and ethos that make Droxford such a special place to learn and work.

At the heart of our school are our values and our commitment to developing confident, compassionate and capable young people. We believe that our Skills for Learning and school values equip pupils not only for academic success, but also for the opportunities and challenges they will encounter throughout their lives. These principles underpin our decision-making, shape our culture and inspire our aspirations for every child.

Our curriculum has been thoughtfully designed to reflect both our local context and the wider world. We want every pupil to develop a love of learning, a sense of curiosity and the confidence to think independently and creatively. Through a broad and ambitious educational

experience, we seek to prepare children to become successful learners, responsible citizens and positive contributors to society.

The appointment of a new Headteacher is a significant moment for our school. While we are proud of all that we have achieved, we are equally excited about the future. We are seeking a visible, values-led leader who combines strategic vision with warmth and compassion; someone who will nurture and develop our talented staff, strengthen partnerships with families, work collaboratively with governors and trust colleagues and build upon our many successes to lead Droxford into the next stage of its development.

If you are inspired by the opportunity to lead a flourishing school, contribute to a collaborative trust and make a lasting difference to the lives of children and families, we would be delighted to hear from you.

We hope this recruitment pack provides a valuable insight into our school, our values and our ambitions for the future. We look forward to learning more about your experience, your leadership and your vision for the next chapter of Droxford Junior School.

Chris Woodgate,
Chair of Governors

Headteacher

Closing date: 18th January 2027 at 12 noon

Job Start Date: 1st September 2027

Contract/Hours: Full time

Key Stage: Juniors (KS2)

Salary Type: Leadership

Salary Details: L12 - L19 (£70,275-£83,478)

Hours of Work: Full time

Location of Role: Droxford Junior School

Contact e-mail address: adminoffice@droxford.hants.sch.uk

Job/Person Summary

Droxford Junior School is a warm, welcoming and inclusive school situated in the heart of the beautiful Meon Valley. We are proud to serve children and families from a wide range of backgrounds and have built a strong reputation for high achievement, exceptional pastoral care and a rich curriculum that enables every child to thrive.

We are looking for an inspirational leader to be our next headteacher. This is an exciting opportunity to shape the future of our wonderful school whilst working within a collaborative and supportive welcoming group of schools in the University of Winchester Academy Trust.

Are you?

- Passionate about delivering learning that fosters creativity, curiosity, collaboration and tenacity?
- Innovative in your own practice and want to develop learning opportunities that challenge children in a creative and visionary way?
- Able to set high expectations of all staff and pupils to aid their progression?
- An excellent communicator and can take stakeholders with you
- Reflective and committed to your own personal development.

We can offer you:

- A strong network of supportive and experienced colleagues who work collaboratively to share expertise and solve challenges together.
- Dedicated central services covering finance, HR, estates, governance and compliance.
- School improvement support, professional challenge and strategic guidance from experienced trust leaders.
- Access to the expertise, training and research opportunities provided through our partnership with the University of Winchester.
- High-quality leadership development and coaching opportunities.
- A culture built on trust, professional autonomy and shared responsibility for the success of every child across our family of schools.

We encourage you to visit our school. Your visit can be arranged by contacting the school office on 01489 877537 or adminoffice@droxford.hants.sch.uk. We look forward to meeting you.

Application Procedure

An information pack and application form can be found on the Droxford Junior School website or Click the 'Apply' button on the Hampshire jobs board to complete your application.

For an informal conversation about the post or to arrange to visit the school please contact the school office by email at adminoffice@droxford.hants.sch.uk

Completed application forms should be returned to Chris Woodgate, Chair of Governors via email hr@uwinat.co.uk **We advise applicants to apply early as we reserve the right to close the advert if we receive sufficient high-quality applications prior to the closing date.**

Artificial Intelligence (AI) tools

We currently do not use AI tools in our recruitment processes; however, we understand that you may choose to use AI tools to help you with your application.

If you do, please remember:

· AI-generated answers can often be generic and impersonal, which may not accurately reflect your qualifications, skills, and experiences
· AI-generated applications may lack the personal touch that human-written applications have, this may make you seem less engaged or interested
· Ensure the information provided genuinely represents your own voice and experience
· You must not provide false or misleading information
· If you rely too heavily on AI you might not develop the necessary skills to communicate your experiences and qualifications effectively in interviews or other stages of the hiring process. This may make you come across to the interviewer as a different person to the one that wrote the application form, and you may not be successful in the interview.

Safer Recruitment Statement

The University of Winchester Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. Candidates that are shortlisted will be subject to an online check. All successful candidates will be subject to an Enhanced Disclosure and Barring Service check (DBS) along with other relevant employment checks, including Children's Barred List. Prior to interview, an online search will be carried out on information that is publicly available as part of our due diligence on shortlisted candidates.

Job description - Headteacher

Responsible to: Local Academy Committee and Trustees

Main purpose

The Headteacher will:

- Maintain the shared vision for the school which inspires and motivates all members of the school community
- Maintain the ethos of the school and set the strategic direction together with the Local Academy Committee to aspire to excellence and equity of opportunity for all
- Adhere to Trust systems, processes and policies so the school can operate safely, effectively and to a very high standard
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Ensure school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Under the guidance of the Chief Executive Officer, allocate financial resources appropriately, efficiently and effectively working in partnership with the Trust Chief Financial Officer

Qualities

The Headteacher will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships across the whole school community
- Serve in the best interests of the school's pupils and those in the wider Multi Academy Trust

Duties and responsibilities:

School culture and behaviour

The Headteacher will:

- Maintain the positive school culture where pupils experience a positive and enriching school life
- Uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- Ensure a culture of staff professionalism
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

Teaching, curriculum and assessment

The Headteacher will:

- Establish and sustain high-quality teaching across all subjects and phases, based on evidence
- Ensure teaching is underpinned by strong subject expertise
- Effectively use assessment to inform school improvement strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
- Ensure the use of evidence-enriched approaches to reading so that all pupils are taught to read
- Facilitate opportunities for staff to participate in professional learning co constructed with the University of Winchester and other organisations

Additional and special educational needs (SEN) and disabilities

The Headteacher will:

- Promote a culture and practices that enables all pupils to access the curriculum
- Have ambitious expectations for all pupils with SEN and disabilities
- Make sure the school, works effectively with the Trust Inclusion Team, parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

The Headteacher will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care
- Manage staff wellbeing with due attention to workload
- Under the guidance of the CEO, ensure rigorous approaches to identifying, managing and mitigating risk
- Ensure that the school, the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment, managing available resources and ensuring value for money through effective performance management.

Professional development

The Headteacher will:

- Ensure staff have access to appropriate, high standard professional development opportunities
- Keep up to date with developments in education

- Seek training and continuing professional development to meet needs

Governance, accountability and working in partnership
The Headteacher will:

- With support from the CEO, understand and welcome the role of effective governance within the context of a Multi Academy Trust, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Work successfully with other schools within and outside of the University of Winchester Academy Trust and other organisations
- Maintain working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils

HEAD TEACHER PERSON SPECIFICATION
Within The University of Winchester Academy Trust

	Criteria	E	D	Where assessed
	EDUCATION AND QUALIFICATIONS			
	Degree or equivalent	X		Application form
	Qualified Teacher Status (QTS)	X		Application form
	Relevant higher degree.		X	Application form
	NPQH		X	Application form
	EXPERIENCE			
	Successful recent leadership experience	X		Application form/Interview
	Coaching and mentoring to improve the effectiveness of teaching	X		Application form
	Managing budgets, people and infrastructure to achieve operational and strategic goals		X	Application form/Interview
	Effective school improvement	X		Application form/Interview
	KNOWLEDGE AND SKILLS			
	The knowledge and skills to deliver the school's vision and values	X		Application form/Interview
	Ability to plan strategically to deliver the school's vision and to lead and empower staff to achieve its strategic goals	X		Interview
	Deep and broad knowledge and understanding of schools, their operation and their governance		X	Application form/Interview
	Clear understanding of what constitutes excellent teaching	X		Application form/Interview
	Ability to envision how the school can be developed	X		Interview
	Highly effective leadership and management skills, including leading change, creativity and innovation	X		Interview
	Ability to coach and mentor new and experienced teachers	X		Interview
	Detailed and up-to-date knowledge of subjects, national policy, classroom management strategies, inspection procedures and statutory requirements governing the operation of schools	X		Application form/Interview
	Experience of and ability to lead, manage and inspire staff, empowering them in an environment which enables people to perform at their best and underpins effective employee relations	X		Application form/Interview
	Track record and ability to manage budgets and infrastructure		X	Interview/Assessment test
	In depth knowledge and experience of child protection and safeguarding regulations and procedures	X		Application form/Interview
	The application and development of ICT to enhance learning and effective administration	X		Application form/Interview
	Strong analytical and problem solving skills, utilising research to support and challenge practice	X		Interview/Assessment test
	Excellent communication skills	X		Interview

	PERSONAL ATTRIBUTES			
	An inspirational leader and role model with a professional approach that demands excellence, confidence, trust and the respect of the school community and the wider community	X		Interview
	A personal commitment to the School & Trust's ethos and values and to promote them effectively in all aspects of its operation	X		Interview
	Proactive, innovative and versatile with the high level of drive, energy and enthusiasm necessary to effectively delivery strategic goals	X		Interview
	Articulate with the professional confidence and excellent interpersonal skills to be able to interact effectively with a range of stakeholders including local figures and organisations and, with appropriate empathy, with staff and parents/carers	X		Interview
	Values strong governance and a commitment to work collaboratively with governors	X		Interview
	A commitment to equal opportunities and inclusivity within the curriculum and in employment practice	X		Interview
	DEPLOYMENT OF SYSTEMS AND PROCESSES			
	Experience and ability in performance management, including dealing with underperformance effectively and in a timely manner	X		Application from/Interview
	Successful experience of effective financial and resource management systems and approaches to achieve educational priorities and ensure efficiency and value for money		X	Application from/Interview
	Successful application of systems and processes applying to school self-evaluation and accountability and to school improvement	X		Application from/Interview
	OTHER			
	Capacity to attend school and Trust meetings and to represent the school at events and meetings outside the school day	X		Application form
	Access to a car to allow efficient travelling to different locations	X		Application form