

# St. Michael's CE Junior School

## Headteacher Information Pack



# Welcome to St. Michael's



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 the Archangel Church, working closely and engendering a joyous sense of wonder and awe in our children.



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# About our school



## 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 learning environment

St. Michael's was originally built as a secondary school and boasts a 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 and outside stage. Children utilise our space regularly through outdoor learning lessons, which encourage children to appreciate their surroundings.

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 school play performances.





# About our school



"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

## Curriculum

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.

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.



"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







# About our school



## 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

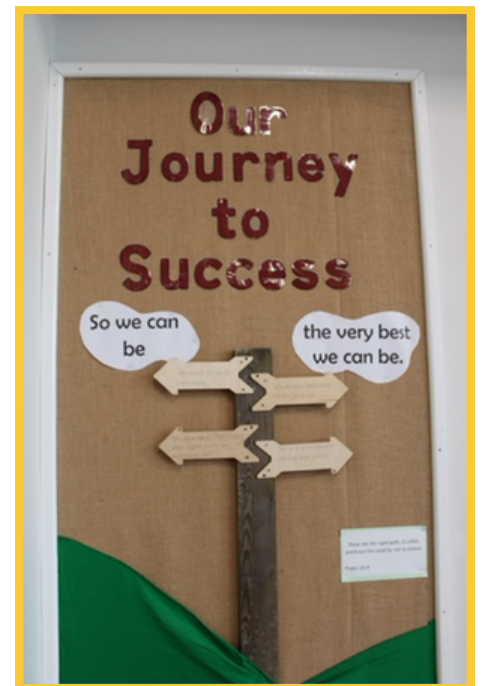
Our vision reflects the distinctive character, attitude and spirit of our school - the nature of its heart and soul. Most importantly, it is seen in the everyday life of the school, lived out in the relationships that are formed, the conversations that happen, the activities that take place and the choices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



# From our chair



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. 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 with 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.

Our Headteacher retired in April and we have an experienced interim in place who will not be applying for the role. We are therefore 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 and lead by example. He/She will have 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 that the children receive rich opportunities to enable them to become excellent global citizens of the future. This is a tremendous opportunity for you to have a positive impact on our school.

We look forward to welcoming you to St. Michael's.

Alan Jenner  
Chair of Governors





# From our vicar

Welcome!

We're proud to be a Church of England National Centre of Excellence, nurturing children's academic, social, and spiritual growth at the heart of home, school, and church.

Our values of respect, resilience, and courage, grounded in the Gospel message of love, shape everything we do. We place a strong focus on safeguarding and on creating a joyful, nurturing environment where every child feels safe, valued, and inspired.

We're seeking a headteacher with passion and vision, someone ready to lead our vibrant community, maintain our Christian ethos, and help us prepare confidently for our next SIAMS inspection. With strong church-school partnerships and growing parental engagement, this is a school where collaboration and creativity are encouraged.

Being headteacher at St. Michael's is more than a role -it's a calling. If your heart is stirred as you read this, we'd love to hear from you.

With every blessing,  
Revd. Alwyn Pereira



# From our stakeholders



## Children love:

The large field and the equipment on it

I love our new school uniform and being more active

It is a safe place for you to be you

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

I love the school rules and Collective Worship as they teach us how to behave and help us to make good choices

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



## Parents love:

I love how communitive and present the leadership team is

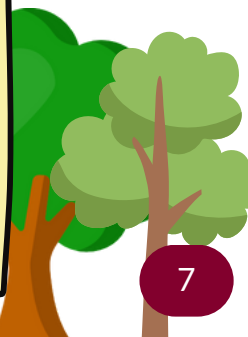
Our children are so genuinely happy at school - the staff are all working hard to give the children a positive experience

The community and inclusivity that is celebrated is incredible and I'd love that to continue

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

## Staff love:

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





# 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



**St. MICHAEL'S**  
CE (CONTROLLED) INFANT SCHOOL



# School Improvement Partner

## for Hart and Rushmoor



Hampshire  
County Council

Improvement and  
Advisory Service

Hampshire is a fantastic place to work, and I wouldn't choose anywhere else. My entire teaching career has been rooted here, starting as an Early Career Teacher, then moving into headship, and then joining the School Improvement Service in 2020.

In April 2023, I took on the role of School Improvement Manager for primary schools in Hart and Rushmoor. What I appreciate most about the schools is the collaborative spirit, the camaraderie, and commitment to doing the best for the children and communities served. As a former headteacher, I understand the pressures of the role and value the relationships I have with schools. There is a strong and supportive network across the two districts, which I am proud to be a part of.

## Why choose to work in Rushmoor?

### Rushmoor - A Place to Embrace Diversity and Cultural Richness

Rushmoor is distinguished by its rich cultural diversity, with the second highest percentage of pupils with English as an Additional Language (EAL) in Hampshire. Despite the challenges, outcomes for these children are high, with KS2 results in 2024 above national averages for the expected standard. Schools work hard to design curriculums that meet the needs of all children, including those with EAL, SEND, and from BME backgrounds. The cultural diversity enriches the schools and provides children (and staff!) with a greater appreciation of the wider world. It's an exciting and inclusive place to work.

### Rushmoor - A Place of Collaborative Leadership

Rushmoor boasts a diverse range of headteachers, from new leaders to experienced mentors. This creates a rich environment for sharing expertise and learning from one another. Whether you are new to headship or bring years of experience, you will find a supportive network and collaborative spirit.

### Rushmoor - A Place for Professional Engagement and Growth

Working in Hart and Rushmoor offers numerous opportunities for professional development:

- Termly SIM briefings: Network with colleagues and stay informed through district headteacher meetings
- Half-termly online 'Hot Topic Discussions': Engage in discussions and share best practice on crucial topics like recruitment, wellbeing, community and more.
- Half-termly book clubs: Participate in book clubs that foster professional growth.

### Join Us in Shaping the Future of Rushmoor

If you are passionate about making a difference and ready to take on a leadership role, I encourage you to apply for headships in Rushmoor, where you will join a team of dedicated educational leaders. Together, we can create an inspiring future for our children.

Best Wishes  
Kirstie-Anne Sangway

School Improvement Manager, Hampshire  
Improvement and Advisory Service (HIAS)





# Testimonials from Rushmoor



Being a Rushmoor Headteacher is a great privilege. The children look out for each other, are very keen to learn and I love the opportunities that come with leading such a diverse community. My favourite part of the day is greeting the families when they arrive at school; it's a chance to share in their news and be a part of their lives.

I sometimes hear others talk about the loneliness of Headship, but this district is lucky to have a great team of experienced and less experienced heads who regularly catch up and are always keen to support one another. I honestly know that any one of them is only a phone call away! Of course, there are challenges associated with the role, but the rewards far outweigh them. The children here need a Headteacher who will always be their champion - and that's what I strive to do every day.

*Alison Tong, Headteacher at St Patrick's Catholic Primary*

Like many of you, I became a teacher to make a difference - and I have been fortunate enough to do just that in Rushmoor schools for nearly 30 years. What has inspired me most is witnessing the impact we make on children's and families' lives every single day. The rich and diverse community here is incredibly supportive of education and takes great pride in the schools and neighbourhoods we serve.

As a headteacher in Rushmoor, you stand at the heart of this vibrant community, where every decision can ripple outward to change lives. Leadership here is more than a role - it's a calling. Whether you're unlocking a child's love of learning, empowering a colleague to grow, or building meaningful partnerships with families, you are shaping futures. If your moral purpose is to make a difference, you couldn't find anywhere better to live that purpose than Rushmoor.

*Debbie Cook, Headteacher at Talavera Infant School*

I've had the privilege of working in Rushmoor for the past 6 years; as a Head of School and latterly as a Headteacher. We serve a culturally rich community who are welcoming, supportive and appreciative of the opportunities that we strive to offer them.

Our children and their families are incredible. To say they make my day is an understatement. I learn so much from being part of their lives, sharing in their accomplishments and helping them to develop.

Headship isn't always easy but having a group of supportive fellow Heads who openly collaborate and support one another makes being a Rushmoor Headteacher an easier and enjoyable experience. I feel very lucky to be part of such an outward facing district. I love being part of this community and I'm sure that any prospective Headteacher would very quickly feel this way too.

*Peter Lynch, Headteacher at St Bernadette's Catholic Primary School*

Being an EAL Specialist Teacher in Rushmoor and getting to see the district's diversity being celebrated is a genuine pleasure. The Headteachers and school staff are fully committed to inclusion and go above and beyond to make all their communities feel welcome and supported.

*Helen Smith, Teacher Adviser for EMTAS (Ethnic Minority Traveller Achievement Service)*



# Staffing structure



At St. Michael's CE Junior School, we employ 50 members of staff who undertake the following roles:

Senior Leadership Team	Headteacher Deputy Headteacher SENDCO
Teaching Staff	13 x 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 2x 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.





# 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.

## Accountability

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

## 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 encouraging life long learning for all

Build on our development of a community hub and improve parental engagement to enable us to become the school of choice in Aldershot

Understand and implement recommendations from the curriculum review by inspiring staff and being a leader of learning

## Salary

Salary Scale: Group 3, £75,675 to £86,783 (L18 – L24)  
plus a potential uplift of up to 6% for the right candidate



# Person specification



	Essential	Desirable
Professional Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Significant experience as a headteacher, deputy or assistant headteacher in a primary school for a minimum of 3 years</li> <li>• Evidence of continuous professional development, sustaining wide, current knowledge and understanding of education</li> </ul>	<ul style="list-style-type: none"> <li>• Completed or in process of completing NPQH or other relevant professional development</li> <li>• Previous experience of working in a church school</li> </ul>
Leadership and Management	<ul style="list-style-type: none"> <li>• Lead, motivate and inspire others by example with integrity, creativity, empathy, resilience and clarity</li> <li>• Work collaboratively and communicate effectively with local schools, the Diocese, Local Authority, governors and the wider community</li> <li>• Use data to develop strategic plans, set targets, monitor and evaluate progress, challenging performance, improving outcomes for children and raising expectations</li> <li>• Work with families and involve all children in their education, learning and wellbeing</li> <li>• Demonstrate an understanding of the statutory, financial and budgetary processes required in the management of a school</li> </ul>	<ul style="list-style-type: none"> <li>• Use self-evaluation processes to monitor and improve all aspects of school life</li> <li>• Proven track record of successfully managing change</li> </ul>



# Person specification



	Essential	Desirable
Leading Teaching and Learning	<ul style="list-style-type: none"> <li>• Demands ambitious standards for all pupils, overcoming disadvantage and advancing equality</li> <li>• Able to demonstrate a clear understanding of what constitutes an outstanding KS2 curriculum, and able to communicate this to all staff</li> <li>• Expects high standards of behaviour and attendance which values children as individuals to promote learning</li> <li>• Holds all staff to account for their professional conduct and practice</li> </ul>	
Safeguarding	<ul style="list-style-type: none"> <li>• Experience of creating a strong safeguarding culture within a school</li> <li>• Up to date knowledge of safeguarding requirements and current legislation</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of being a Designated Safeguarding Lead (DSL) or Deputy DSL</li> </ul>
Faith Commitment	<ul style="list-style-type: none"> <li>• A commitment to enriching the distinctive Christian ethos and character of the school</li> <li>• An understanding of the leadership role in the spiritual development of pupils and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in leading collective worship</li> </ul>





# Shape the future



## The opportunity to make a difference



Aldershot is best known for being the home of the British Army but the town offers a mix of military history, nature, and modern amenities. The town is home to beautiful green spaces including Manor Park, Rowhill Nature Reserve and Brickfields Country Park. We have a broad catchment with a multi-cultural community.



Our staff are looking for a headteacher who:

- Will lead learning for all of us to ensure the children can 'be the best that they can be'
- Is a dynamic and inspirational leader
- Can continue to build links in the wider community
- Cares about the whole community and wants the best for everyone
- Is visible in school and is there for staff and children
- Is warm, friendly and empathetic





# 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.

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.

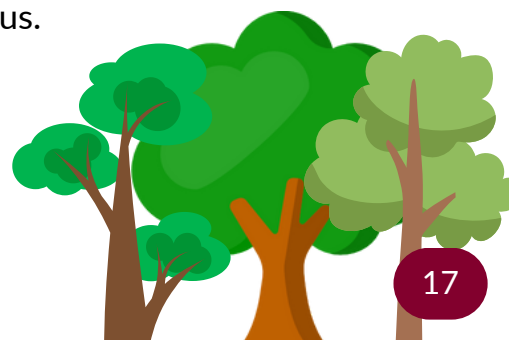
Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students 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.





# Application procedure



Candidates should complete the application form and return it via email so that it is received no later than noon on **Friday 5<sup>th</sup> September 2025**.

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 Tuesday 9<sup>th</sup> September and the selection process will take place on **Thursday 18<sup>th</sup> and Friday 19<sup>th</sup> September**. 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.

