



Compton All Saints' Church of England Primary School



Headteacher Information Pack

Contact Details

Compton All Saints' C of E Primary School
Compton Street
Compton
Winchester
SO21 2AS

01962 712035

www.comptonallsaints.co.uk

adminoffice@compton.hants.sch.uk

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Letter from the Board of Governors

Compton All Saints' C of E Primary is a small village school which embodies the old proverb that, "It takes a village to raise a child". In the opinion of OFSTED, we are a consistently good school where pupils are enthusiastic, polite and welcoming; treating adults and each other with courtesy and respect.

We are a school that is focussed on the growth/development of the 'whole' child. Our Christian values underpin children's learning experiences and daily routines. We recognise that to develop and build the skills of our pupils, our staff must be given opportunities and support to enhance their professional knowledge. While our outgoing headteacher has put in place structures and actions which just about balance our in-year budget, we are still facing a budget deficit; good planning and sound financial management will be key in coping with the ongoing pressure on budgets in a small school.

The governors are committed to encouraging and supporting the new headteacher in what may be their first headship. We will all, individually and corporately, be dedicated to supporting our new headteacher.

As we bid farewell to our current headteacher, we reflect on the fine job he has done. We have seen him grow from being new to headship, to successfully securing the role of headteacher at a larger school. Perhaps it is your time to be taking on a new role and becoming an exceptional leader.

We look forward to meeting you.

The Board of Governors

Vision:

At Compton All Saints' C of E Primary School everyone feels welcome, safe and loved. We are respectful to each other and courageous in our learning. As a result, children thrive; they embrace learning, strive to achieve their potential and are equipped with the skills to become independent life-long learners.

We achieve this by:

- Ensuring all our children become courageous and resilient learners
- Providing a safe and inclusive learning environment
- Delivering a broad, enjoyable and inspiring curriculum
- Creating a strong sense of community, built on respect and love



School Verse:

The following bible verse encapsulates the school's vision:

Colossians 3:14

'As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.'

Christian Values:

Love

Knowing that God loves each of us unconditionally, we in turn show that love to others. We teach our children to be selfless and put other people first. We want our children to feel loved at school but also learn how to behave towards others and how to form lasting friendships. Love underpins all that we do and ensures our strong sense of community.

Courage

Helping our children endure in their commitment to what is right and true and not give in to discouragement – whilst remembering that we can ask God to give us courage to do the right thing. This has strong links to resilience and our learning behaviours.

Respect

Following Jesus' example, we encourage everyone in our community to value each other and celebrate our differences. One of the most important virtues, a child can have, is respect. Being respectful of others, their values and their beliefs can ensure that they develop positive relationships with their family, friends, and those in their communities, throughout their life.





What our school council wants in a headteacher:

"We would like a headteacher who is fair, not too strict, and listens to us."

"They should be kind, friendly, and always cheerful and smiley."

"It would be lovely to see them around school, not hidden away in their office."

"They should make school fun by running clubs, organising special events, trips, and bringing in visitors."

"They should be cool and funny!"

"They should also love art, music, and drama, and help us express our creativity."

"They need to love sports and let us play football."



What our parents want in a headteacher:

"Good communication and listening."

"Approachable, visible and personable."

"Kind, honest, supportive and flexible approach that treats our children as individuals and puts their happiness and well-being at the heart of every decision."

"Someone who can introduce our children to a range of positive experiences: sport, drama, music, trips, residential, guest speakers, etc."

"A readiness to engage with modern-day issues, such as the environment, online safety, mobile phones, social media and equality & diversity."

"Someone who can support, protect and encourage all the wonderful staff."

"A cooperative approach with the church, community and other local schools."

Letter from the CSA

Compton Primary School Parents, Teachers and Friends Association (known as the CSA) is a registered charity, run by volunteers from the school community.

The CSA has two aims; to support the school with money raised from fundraising activities, to enrich learning through funding of extra-curricular activities, equipment and resources; and to nurture our school community through events which bring everyone together.

The current structure is a committee with 3 parents serving as charity trustees, and a group of volunteers who take on the organisation of specific events. The CSA is well supported by families throughout the school.

The flagship event for the CSA is the Compton 10k and Fete, which took place on Sunday 18 May in 2025. The event is supported by several local businesses; this was the fourth year of staging the event, and it has become a firm fixture in the calendar locally. This year it raised over £10,000 which, combined with other funds raised during this academic year, will enable us to fund the majority of the proposed new play equipment for the school field.

Throughout the year the CSA organises a variety of events, including quiz nights, a Christmas fayre, school disco and sponsored events for the children. We also support school led events, such as the Nativity play and KS2 production, by providing refreshments.

The partnership between the CSA and the school is very strong and we value our mutual ethos and values. Looking to the future we are keen to establish a good working relationship with the new head, continue to organise events and activities that support the school community and raise funds for the school.

Our Broad Curriculum:

We believe that primary school should be a time when every child has the chance to shine. It should be a place where every child discovers things they love and that they are good at, and as a result begins to appreciate their potential.

Our curriculum choices, through artists to text drivers, are chosen to ensure we give our children a broad understanding of our diverse world, helping them appreciate a range of cultural backgrounds.

We place particular emphasis on teamwork and developing positive attitudes in work and play, helping children learn how to become confident, resilient and lifelong learners. Central to our curriculum are our core values of love, courage and respect. These are the foundations on which we build our curriculum and the ethos of our school.

We ensure our children benefit from memorable experiences throughout their primary years. We believe it is essential that children find school fun and are excited about what they are learning. We provide opportunities to enrich our children's experiences through a wide range of extra-curricular activities, special events, trips and visitors.



Ofsted:

The results of the 2023 Ofsted and the 2019 SIAMS Inspections can be found on the school website: <https://www.comptonallsaints.co.uk/Results-and-Inspections/>

We were delighted with our Ofsted overall judgement of good, with outstanding behaviour and attitudes. Some highlights from our 2023 report were:

- "This is a nurturing village school. The culture is palpably positive and inclusive. Pupils are consistently respectful of each other and of staff and live out the school's values."
- "Pupil behaviour is excellent. They display consistently high levels of self-control in and around school. All accept and embrace that everyone is unique, and value diversity and difference."
- "Pupils are curious and show a willingness to learn. They know the adults have high expectations of them. Pupils try hard and achieve well."

School Data:

Compton School consistently strives to ensure high pupil attainment is achieved for all our pupils, and this is reflected in our results which are regularly above national averages.

| Early Years | National Average 2024 | Compton All Saints' 2023 | Compton All Saints' 2024 | Year 1 Phonics | National Average 2024 | Compton All Saints' 2023 | Compton All Saints' 2024 |
|-------------|-----------------------|--------------------------|--------------------------|----------------|-----------------------|--------------------------|--------------------------|
| | 68% | 82% | 65% | | 80% | 64% | 73% |

| Key Stage 1 | | | | Key Stage 2 | | | |
|------------------------------------|------------------------|--------------------------|--------------------------|------------------------------------|------------------------|--------------------------|--------------------------|
| % achieving expected standard | National Averages 2023 | Compton All Saints' 2023 | Compton All Saints' 2024 | % achieving expected standard | National Averages 2024 | Compton All Saints' 2023 | Compton All Saints' 2024 |
| Reading | 68% | 72% | 93% | Reading | 74% | 94% | 88% |
| Maths | 70% | 61% | 64% | Maths | 73% | 88% | 82% |
| Writing | 60% | 50% | 71% | Writing | 72% | 82% | 82% |
| | | | | Combined | 61% | 82% | 82% |
| % achieving greater depth standard | National Averages 2023 | Compton All Saints' 2023 | Compton All Saints' 2024 | % achieving greater depth standard | National Averages 2024 | Compton All Saints' 2023 | Compton All Saints' 2024 |
| Reading | 19% | 33% | 14% | Reading | 29% | 29% | 53% |
| Maths | 16% | 28% | 14% | Maths | 24% | 41% | 35% |
| Writing | 8% | 6% | 14% | Writing | 13% | 6% | 29% |



Staffing Structure:

| Role | Details |
|-----------------------------|--|
| Headteacher | |
| Class Teachers | 6 Teachers (1 full time; 5 part time) work across four classes: Ladybirds (Years R & 1), Hedgehogs (Years 1 & 2), Foxes (Years 3 & 4) and Owls (Years 5 & 6). |
| HTLA | 1 HTLA covers PPA time as well as providing cover for absence and courses. (One LSA has a HTLA qualification and helps provide cover.) |
| Learning Support Assistants | 6 LSAs (3 full time; 3 part time) are allocated to classes according to the needs of the children. They work alongside class teachers, support individual children and run intervention groups, including ELSA. |
| SENDCo | 1 fully qualified SENDCo leads this area, working one day a week in the school. |
| Admin Staff | 1 Admin Officer (0.6) and 1 Admin Assistant (0.8) support the headteacher, appear front of house to parents and the community, and manage the administration of HR and finances. |
| Lunchtime Staff | 3 dedicated lunchtime staff, as well as our LSAs, cover lunch duties. The school cook is onsite everyday but is not employed by the school. |
| Site Team | 1 cleaner and 1 dedicated caretaker look after our school. |
| Before/After School Care | We work with SportSkool to provide wrap-around care from 7.45-8.45am and 3.30-5.30pm every school day. SportSkool offers a range of other after-school clubs, and we also have Integr8 Dance and Premier Tennis clubs. |
| Additional Adults | We are extremely lucky to have a wide range of volunteers who give up their time to support the school, including listening to children read, helping on trips and enrichment opportunities. |



What our staff want in a headteacher:

As a staff we highly value the leadership and the close collaborative working environment that has been developed over recent years.

We pride ourselves that our team is mutually supportive, and all staff are equally valued and respected for the skills and strengths they bring to the school.

The family feel of our school is very important; the involvement of parents, grandparents and our local church community are vital to us. We would like our new head to be sensitive to the needs of a small school and to play to those strengths.

We feel strongly that all our children deserve to be nurtured, valued and celebrated for who they are and the strengths that they bring. We are continuing to embed an engaging curriculum with our core values at the heart of what we do. We teach all our children to be loving, respectful citizens who take responsibility for our local community and the wider world.

We are looking for our new head to bring with them a passion that will enhance and inspire our school community. Our previous heads have developed their interests in music, outdoor learning and sport.

We look forward to welcoming our new headteacher into our happy school.

The Local Area:

All Saints' School primarily serves the villages of Compton and Shawford with housing areas on Southdown, Compton and Shepherds Down. Children also come from surrounding villages including Winchester.

The school was founded by the church in 1838 and can accommodate up to 119 pupils in four mixed age classes. The buildings have been continually improved, most recently in 2012, to bring the school under one roof., providing up-to-date and purposeful working environments.



The School:

The school has a good-sized hall, a library, two multi-purpose rooms for small groups and 1-to-1 interventions, staff room, administration office and headteacher's office. There is also a self-contained nurture room specifically for ELSA and other small group work.

The school sits next to the historic and beautiful church of All Saints, where people have worshipped for over a thousand years. The 12th century Norman church was sensitively extended in 1905. The school has a close association with the church and uses the building regularly.

The Communication Links:

Compton is a rural area, 3 miles south of Winchester and set in beautiful rolling chalk downland on the edge of the South Downs National Park and River Itchen. It is an attractive and popular place to live.

The area is served by very good communication routes, with the M3 motorway, mainline railway with local station and airport at Southampton. There is easy access to London, the South Coast and the New Forest.



Headteacher's Person Specification

| Headteacher Person Specification Criteria (all essential unless marked (D) = desirable) | | |
|---|-----------------------------|---|
| Personal Attributes | Qualification | Holds qualified teacher status. Holds other relevant qualifications (D). Working towards NPQH (D). |
| | Professional Experience | Experience of delivering outstanding teaching in the primary phase. Experience of senior leadership in KS1 and/or KS2. Appropriate CPD for a leadership role. |
| | Personal Qualities | <p>An emotionally intelligent person, who</p> <ul style="list-style-type: none"> • is energetic and creative. • is committed to all aspects of school life and builds healthy relationships with the children. • leads by example and is an active and positive presence in the classroom and around the school. • has strong interpersonal skills and fosters trust and confidence among children, staff, parents, carers, the church and the local community. • delivers continuous improvement in teaching, learning and the support and development of staff. |
| Leadership and Management | Strategic | <p>A true leader, who</p> <ul style="list-style-type: none"> • inspires, develops, leads and manages people. • develops a clear vision, articulates it and delivers it. • identifies good practice and areas for further improvement. • improves the quality of provision, in line with the School Improvement Plan. • analyses and interprets data in order to implement strategies to achieve excellent outcomes for pupils. • promotes the school within and beyond the local community to ensure it is the school of choice (D). • welcomes the support and challenge provided by the governors. |
| | Ethos | <p>An understanding presence who</p> <ul style="list-style-type: none"> • supports and develops the distinctive Christian character of the school, upholding and articulating Christian values and moral purpose. • is absolutely confident in, and committed to, the principles and practices of safeguarding. • promotes inclusion and equality in their working environment. |
| | Organisation and Management | <p>An effective facilitator, who</p> <ul style="list-style-type: none"> • delivers effective behaviour management. • implements new ideas and processes. • demonstrates success through measurable results and data. • delivers effective and robust performance management of self and others (D). • promotes teamwork with colleagues, leading to continuous school improvement. • understands the potential benefits and pitfalls of social media (D). • manages a budget and makes savings (D). |
| | Teaching and Learning | <p>An experienced practitioner, who</p> <ul style="list-style-type: none"> • understands how children learn and recognises the key features of excellent teaching. • designs and effectively implements an outstanding curriculum (D). • plans and implements a strategy to enable all teaching to be of the highest quality across the school (D). • is committed to enjoyment as a key aspect of effective learning. • leads engaging and interactive acts of Christian collective worship and other whole school activities which can be enjoyed by children across all year groups. |

Headteacher's First Tasks

Once in post, the following tasks will be the first priorities of the new headteacher and the board of governors.

Teaching and Learning

To ensure better than expected progress for the lowest attaining 20% of children in Reading and Writing through embedding a new phonics scheme and ensuring high quality adaptation and interventions are in place.

Inspection

To continue developing the school's wider curriculum; to ensure that teachers are clear about what pupils should know and remember in each subject – so that pupils can recall and use prior learning.

Stability

To ensure the financial stability of the school through developing a long-term strategy and maintaining high numbers on roll.

Note from the Parish

The relationship between the church of All Saints', Compton and Compton All Saints' School has been extremely close for many years as, without the church, Compton All Saints' School would not exist. The school was founded by the church in 1838 and geographically they are situated next door to one another. However, the connection runs deeper than that since, for many years, members of the congregation have been enthusiastic supporters of the school, providing foundation governors and help of various kinds. We believe the relationship has been a symbiotic one, providing immeasurable benefit to everyone, and we would be delighted to see this continue for the foreseeable future.

PCC, Compton Church.

Letter from Hampshire County Council

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.

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 Head teachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Head teachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Head teachers 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 <https://www.hants.gov.uk/>. Hampshire has a lot to offer. We hope you will join us.

The Dioceses of Portsmouth and Winchester Letter from the Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Bishops of Portsmouth and Winchester encourage Church school Headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

New Headteachers are encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representative involved in the appointment process at the school you are applying to will be:

Sue Bowen

Church Schools Advisor

The Application Process:

Candidates should complete the application form and return it to **htrecruitment@hants.gov.uk** no later than midday on **Wednesday 3rd September 2025**.

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.

Receipt of Application

Applications are acknowledged within two working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately at **htrecruitment@hants.gov.uk**

Selection Procedure

We will shortlist candidates on **Thursday 4th September**, and the selection process will take place on **Wednesday 10th and Thursday 11th September 2025**. Further details will be sent to those candidates called for interview. All applicants will be required to complete an Equality Monitoring form.

School Visits

We will be proud to show you around our school. Please telephone the school for an appointment: 01962 712035

Safer Recruitment

Compton All Saints' C of E Primary and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to disclosure and barring service (DBS) 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 our GDPR and Privacy Policies. You can contact the school's Data Protection Officer if you have a concern about the way we collect or use your data.

