

Application Pack

The  
**South View**  
FEDERATION

Executive  
Headteacher





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An Introduction from our Chair

Many thanks for your interest in becoming Executive Headteacher at The South View Federation. This vacancy has arisen as a result of the forthcoming retirement of our existing Executive Headteacher, who has spent 24 years as Head of South View Junior School, and the last 10 years as Executive Headteacher of our Federation.

We are looking for an inspirational leader to build on the solid foundations created over the past years to take the Federation forward and develop it further with the support of our many long-serving and dedicated staff with excellent camaraderie, creativity, enthusiasm and commitment as well as an active and enthusiastic governing body, all of whom are committed to the ongoing success of the schools.

We have proactive, busy and friendly schools, with lots going on. The South View Federation is situated close to the centre of Basingstoke in Hampshire and has approximately 240 pupils on roll in the Infant and Nursery School and 230 pupils on roll in the Junior School.

Both schools have a resourced provision for pupils with speech, language and communication needs, and moderate learning difficulty needs, which are run by the schools. The proportions of disabled pupils and those with special educational needs, supported through SEN Support or with a statement of special educational needs or Education, Health and Care Plan (EHCP), are above average.

Although the majority of our pupils are from White British backgrounds, 15.7% of our pupils speak English as an additional language. The proportion of pupils known to be eligible for the pupil premium, pupils eligible for free school meals and children of service families, is well above average.

We are seeking an Executive Headteacher with the skills to engage with everyone from individual pupils and parents, members of staff at all levels as well as the wider community in all aspects. The schools are at the heart of our active community and many parents and staff are former pupils.

We are justly proud of our Federation but are always open to new ideas and ways forward, and look forward to hearing your views in this respect. I strongly encourage you to visit our schools and talk to the children, staff and governors, so you can discover for yourself what our Federation is really like. Please email Business Manager, Sandra Morton, [s.morton@southview-jun.hants.sch.uk](mailto:s.morton@southview-jun.hants.sch.uk) to arrange a visit.

We are looking forward to meeting you.

Yours sincerely

Mike O'Brien

Chair of Governors





## **Our Ethos**

The South View Federation provides an environment in which children learn, can be happy, feel secure, grow in confidence and self-esteem as well as achieve personal excellence.

The children in our care always come first and our priority is to deliver high quality teaching and learning whilst at the same time providing rich and truly enjoyable learning experiences for our children. Everything we do as a school is to ensure that the children achieve their very best. We are deeply aware that children only get one chance at their primary education and it is our job to ensure that they all reach for the highest levels of personal achievement and development.

We want every child to be successful; to reach for success from the very first day they join the school and throughout their school lives so that when they leave us they have a love of learning for the rest of their lives and are good citizens with well embedded social skills.

The South View Federation will:

- Provide a safe and stimulating environment that is conducive to all children giving them the opportunity to reach their full potential.
- Provide a supportive culture in which all staff are expected to extend, develop and share their expertise.
- Offer all children equal access to the curriculum and school life where individual differences are appreciated, celebrated, understood and accepted.
- Ensure that equal opportunities are provided for all of our children.
- Have regard and respect for the cultural diversity within the school.
- Value the achievements of all children, both in and out of school and provide opportunities to develop self-confidence and a positive self-image.
- Encourage children to become good citizens, by developing caring attitudes and respect towards themselves, other children, adults, their school and their community.
- Encourage each individual to take responsibility for their own behaviour and to act as a good role model to others.



## Values



We bounce back when things are hard.

We try our best to cope with tough things.



Everyone in the South View Federation aims to enjoy what they do.



We dream big.

We try to accomplish the best we possibly can.

We strive to meet our goals.



We treat others how we would want to be treated. Everyone is equal and everyone should be heard.

We accept others for who they are - even when they're different from us or if we don't agree with them.



Everyone is part of the South View Federation family, everyone is valued, respected and cared for.



## About Our School

### School information

The South View Federation schools are busy, friendly and vibrant and at the heart of the community .The schools are well maintained and sit in extensive grounds.

We are situated close to the centre of Basingstoke in Hampshire which has an excellent shopping centre, two theatres and good restaurants .The town offers a range of excellent housing, with Chineham and Sherfield Park within easy reach.

The Federation is somewhat unique as it has four resourced provision classes for pupils with special educational needs. The resourced provisions offers targeted support and tailored support to pupils with either moderate learning difficulties or speech, language, and communication needs. Whilst the majority of pupils are from White British backgrounds, 15.7 per cent of pupils speak English as an additional language. Pupils eligible for free school meals is well above the national average.

The Infant and Nursery School has approximately 240 pupils on roll and in the Junior School approximately 230 pupils on roll.

The school is led by the Executive Head Teacher who is supported by two Heads of School. The Federation has a complement of over 60 staff and 20 support staff.

### Staffing

Details regarding the current staffing team and structure can be found on our website - [Staff | South View Federation](#)

### Governing Body

Details regarding the Governing Body can be found on our Website – [Governor Information and Duties | South View Federation](#)

### Curriculum

Details regarding the current curriculum can be found on our Website - [Curriculum | South View Federation](#)



## Finance

The Federation's finances are well managed, and the existing Executive Headteacher has always worked closely with the Business Manager to ensure this is the case. The Governors and staff have always worked positively to find innovative ways of balancing the budgets, and will continue to be supportive to ensure the ongoing financial challenges can be met, and that priority is always given to the quality of the education provided to the pupils.

The Budgets approved by the Governors at the most recent Full Governing Body meeting are:

Estimated Federation Budgets (combined summary)	2025-26	2026-27	2027-28
Total Schools Income	4,251,711	4,218,850	4,231,168
Total Schools Expenditure	4,391,548	4,285,307	4,306,199
In Year Surplus (Deficit)	(139,837)	(66,457)	(75,031)
Surplus (Deficit) Brought Forward	236,899	97,062	30,605
Cumulative Carried Forward	97,062	30,605	(44,426)



## What Our Children Say

From our children, School Council, Reading Ambassadors and Eco-Warriors.

*A headteacher that  
always wants to  
learn. I love learning!*  
Year 1

*A nice, kind teacher  
because we like  
people being kind.*  
Year 2

*[My teacher] is a kind  
teacher and I want  
someone like that.*  
Year R

**What would  
make a good  
Headteacher?**

*They think of love  
and they have fun.*  
Year R

*They have to be a  
nice teacher and  
care.*  
Year R

*I want a  
Headteacher that  
shares toys.*  
Year R

*Everybody gets  
things to help them  
here*  
Year 2

*Make the school  
more colourful, like  
a rainbow.*  
Year 1

**What do you  
like about our  
school?**

*We have fun  
and take care  
of each other.*  
Year R

**What should our  
new Headteacher  
do?**

*Everyone is nice  
and kind here.*  
Year 2

*They have to keep  
us and all the  
teachers safe.*  
Year 2



*respectful*

*caring*

*happy*

*outgoing*

*Someone who goes around the classrooms and checks in with children and adults*

*Kind but not too kind with a bit of strictness*

*talkative*

*helpful*

*fair*

*friendly*

**What would you like a new Headteacher to be like?**

*Someone who is always ready for anything*

*Someone who listens and takes ideas into account*

*confident*

*smart*

*understanding*

*Respectful towards adults and ...*

*Has good social intelligence who can talk to people and have a good understanding of them*

*visible*

*funny*

*bubbly*



## Summary Job Description

### Role of the headteacher

- To provide professional and effective leadership in order that every child can fulfil their potential
- To promote and safeguard the welfare of our children
- Promote a secure foundation from which to achieve success in all areas of the school's work and development.

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

### Accountability

The Headteachers' Standards form the basis of our Headteacher job description. They can be found at [Headteachers' standards 2020 - GOV.UK \(www.gov.uk\)](http://www.gov.uk).

The Headteacher will carry out their duties with the ethics and professional standards expected of their role and uphold the seven principles of public life, as stated in section 1 of the current Headteachers' Standards document.

They will fulfil the ten Headteachers' Standards as specified in section 2 of the Headteachers' Standards document.

**Salary Scale: Group 3** L18-L24\* (£78,702 – £90,255)

**Anticipated Start Date:** September 2026



## Focus Areas

### Priorities for your first year in post.

We have identified the following focus areas for our Headteacher during the next part of our journey:

1.	Be able to articulate a clear vision and strategic direction which is communicated to all stakeholders so that you take them all with you on the Federation's future journey
2.	Ensure our strong child-centred approach, alongside our pupil and community voices are celebrated, listened to and developed more widely
3.	Review the school curriculum in light of the national curriculum review to ensure it enables, challenges and inspires all pupils, sequentially building blocks of knowledge which can effectively be assessed.
4.	Maintain and secure high standards and outcomes, rigour and expectations in the quality of teaching so that <b>all</b> pupils, regardless of starting point, make strong progress
5.	To review and evaluate the financial situation of the school to ensure that the Federation remains financially viable into the future.



## Person Specification

Factor	Essential	Desirable	Evidence
<b>Professional qualifications</b>	Qualified teacher status		A
	Evidence of significant and relevant further professional training and continuing professional development	Has, or is working towards: National Professional Qualification for Headship (NPQH) National Professional Qualification for Executive Leadership (NPQEL)	A
<b>Experience</b>	Has significant senior leadership experience in primary education	Headship / Leadership experience at both KS1 & KS2 Experience of working within a Federation as an Executive leader	A, I
	Experience of establishing and sustaining a school's vision, ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community		A, I
	Can demonstrate experience of making reasoned judgements and taking difficult decisions, conveying required outcomes clearly, positively and with sensitivity to a range of audiences		I
	Experience and understanding of ensuring the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care		I
	Understand and welcome the role of effective governance upholding their obligation to give account and accept responsibility		I
<b>Teaching, learning and</b>	Experience of evaluating reviewing and developing a broad, structured and coherent curriculum entitlement which	An understanding of up to date, national policy reviews and how these will apply to the Federation.	A, I



<b>curriculum development</b>	sets out the knowledge that will be taught			
	Experience of ensuring effective use is made of formative and summative assessment across the wider curriculum offer		A, I	
	Experience of sustaining high-quality, expert teaching across all subjects and phases, building on an evidence-informed understanding of effective teaching and how pupils learn	Experience of establishing effective curricular leadership, developing subject leaders with high levels of relevant expertise, accountability with access to professional networks and communities		A, I
	Upholds ambitious educational standards which prepare pupils from <b>all</b> backgrounds including those with additional and special educational needs and disabilities, for their next phase of education and life	Demonstrates an understanding of how to challenge pupils to reach the greater depth standard.		A, I
	A <u>working understanding</u> of Resourced Provisions and Nursery Education	Experience of <u>working with</u> and managing Resource Provisions and Nursery Education.		I
	Experience of ensuring that staff know and understand their professional responsibilities and are held to account	Previous line management experience Experience of developing experienced staff to ensure all staff have opportunities to develop		I
	Has experience of coaching staff for improvement and development.			A, I
	<b>Shaping the future</b>	Has experience of leading successful school improvement and can demonstrate how this has impacted on pupil achievement	Has experience of delegating appropriately whilst maintaining oversight of tasks to ensure impact.	A, I,
Has an <u>understanding</u> of the role of Executive Headteacher across a federation		Has <u>experience of</u> working within a Federation	A, I	
Has experience of developing appropriate evidence-informed strategies for improvement as part of				A, I



	well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context		
<b>Self development and working with staff</b>	Able to manage own workload and that of others, in order to maintain an appropriate work/life balance		I
	Experience of ensuring staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs, consistent with the approaches laid out in the standard for teachers' professional development	Experience of working successfully with other schools and organisations in a climate of mutual challenge and support	A, I
<b>Managing the organisation</b>	Experience of establishing and sustaining high expectations of behaviour for all pupils, built upon core values, relationships and rules and routines, which are understood clearly by all staff, parents, carers and pupils		A, I
	Can ensure the school works effectively in partnership with parents, carers and professionals, providing support and adaptation where appropriate		A
	Experience of celebrating the achievements of all learners; establishes and maintains a culture of well-being and enjoyment		A, I
	An <u>understanding</u> of how to prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds	<u>Experience of</u> effectively managing financial resources  An understanding of Budgets and financing for Nursery and Resourced Provisions Experience of raising extra revenue/grants	I



<b>Personal skills and attributes</b>	<ul style="list-style-type: none"><li>• Approachable and caring with strong listening skills and has a high level of commitment to our Federation</li><li>• Has a presence that inspires confidence and trust, and an ability and willingness to delegate</li><li>• Can forge constructive relationships beyond the Federation, working in partnership with parents, carers, professionals and the local community</li><li>• Energetic in pursuit of excellence and driving the Federation to meet challenging targets</li><li>• Can intuitively relate to children’s needs and respond in a way that is appropriate to the child’s individual personality and situation</li><li>• Is emotionally intelligent and can give examples of using effective support mechanisms in challenging times</li><li>• Demonstrates emotional self-awareness and reflects on the impact of their behaviour on those around them</li><li>• Has an understanding of when and where to seek support for personal and professional development</li><li>• Has a passion for learning; recognises themselves as a learner who needs a team approach for success</li></ul>
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A = Application

I = Interview



## Application Process

### How to apply.

1. Read the job description and person specification carefully.
2. Complete the application form on the Hampshire job pages - [Jobs and careers with Hampshire County Council](#)
3. Ensure supporting statement relates to the competencies outlined in the person specification.
4. Upload application form through the website no later than noon **16<sup>th</sup> April 2026**

### Application Timeline.

**Shortlisting** – 20<sup>th</sup> April 2026

All candidates will be informed within 3 working days.

**Interview dates** – 27<sup>th</sup>/28<sup>th</sup> April 2026.

We look forward to receiving your application!



### Commitment to Safeguarding

The South View Federation 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. The successful candidate will be subject to clear reference and online checks and a DBS at enhanced level. We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

### Data Protection Act 1998

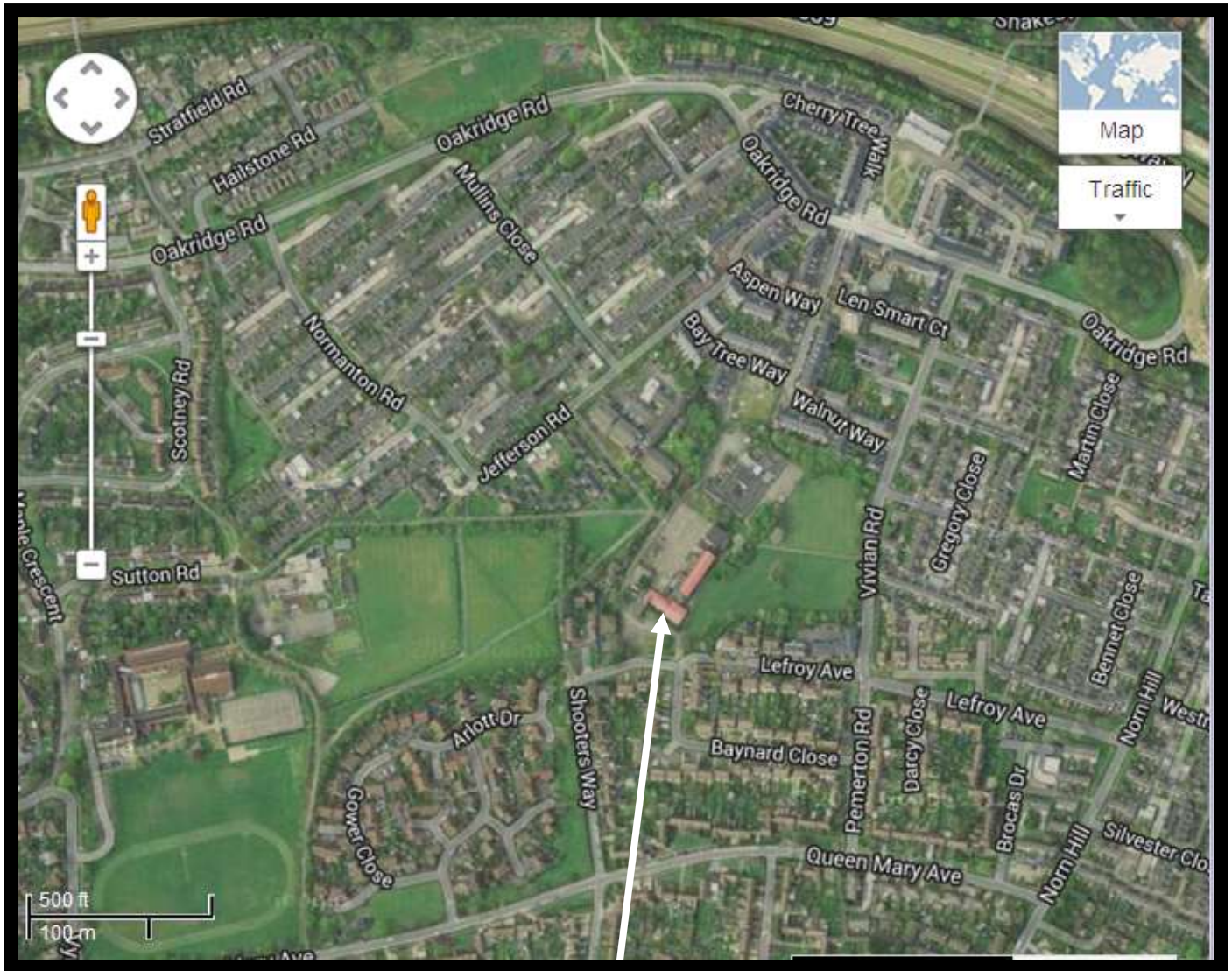
You should be aware that information you have provided may be stored on our secure database and will only be used to process your application. It will not be passed to any other organisation.

### Equality Monitoring

All applicants will be required to complete an Equality Monitoring form which is located below the application form on the advert webpage.



## The South View Federation Schools Location





#### **Inclusive workforce**

Hampshire schools are committed to on-going partnership working across the Authority to ensure our communities are represented.

Our schools are dedicated to being diverse and inclusive employers and aim to recruit the best people from a wide range of backgrounds and talents.

Please see [Inclusion and Diversity Partnership](#) for more information.



#### **Why Choose to Teach in Hampshire?**

##### **Make your best career move and choose to teach in Hampshire!**

Hampshire is committed to excellence in education and will continue to strive for the best possible outcomes for each and every child.

As one of the largest authorities in the country, we offer an incredible variety of teaching opportunities. Whether you're drawn to the challenges of urban and city schools or the close-knit community of rural primary schools, you'll find a vibrant setting for your next career move.

## **EDUCATION IN HAMPSHIRE**

Discover more about what Hampshire has to offer by visiting

**Hampshire County Council Education and learning.**

#### **Community and Diversity**

Our schools are dedicated to serving their local communities and reflecting the rich cultural diversity of Hampshire.

We believe in local management, with the Local Authority providing support wherever needed, ensuring each school can thrive.



*Hampshire has so much to offer, and we hope you will join us!*

#### **Professional Development**

We pride ourselves on offering first-class learning opportunities for our teachers, both internally and through external course providers.

For new headteachers, we offer a structured induction development programme in partnership with governors, helping to build close working relationships with other headteachers and Local Authority colleagues.

#### **A Place for Every Student**

Hampshire is home to over 170,000 school-age children across approximately 438 primary, 71 secondary, and 26 special schools.

While most are community schools, we have strong partnerships with Diocesan bodies to maintain places in church schools. Our 26 special schools and 42 Resourced Provision in mainstream schools offer tailored education and support for children with various needs, including learning difficulties, physical and sensory disabilities, and social and emotional needs.

#### **Support and Collaboration**

We foster a strong ethos of collaboration and communication, with regular meetings of headteachers in various groupings to facilitate effective working relationships between the Local Authority and schools.

Hampshire Authority maintains an established network of advisers providing responsive and flexible support.



**Hampshire**  
County Council