



Kempshott Junior School

Headteacher Recruitment Pack

Closing date:	11th September 2025 (midday)
Interview dates:	24 th and 25 th September 2025
Job Start date:	January 2026
Contract type:	Permanent
Salary:	Leadership Scale L18 - L24*
Salary Details:	The indicative pay range is set at £75,675 to £86,783
Hours of Work:	Full Time
Location:	Kempshott Junior School, Basingstoke, Hants, RG22 5LL
Contact email:	htrecruitment@hants.gov.uk

Note. if you are accessing an online version of this document, images may be downscaled to minimise file size

Contents

Welcome

Welcome	3
About Kempshott Junior School	4
Why Join our School	5
Kempshott Junior School Mission & Vision	6
Our Curriculum	8
Our Staff	10
Our Children	11
Are you our next Headteacher?	13
Job Description	14
Personal Specification	16
Working in Hampshire	19
Important Information	20
How to Apply	21

Dear Applicant,

Thank you for your interest in the position of Headteacher at Kempshott Junior School. On behalf of the Governing Body, I'm pleased to welcome you to our recruitment pack and to thank you for taking the time to learn more about us.

Kempshott Junior School is a warm and welcoming junior school at the heart of its community. We are proud of our dedicated staff, enthusiastic pupils, and supportive families - and we are united by our shared commitment to our school's mission: "**Teaching with Pride, Learning with Confidence.**" These words reflect not just our aspirations, but our day-to-day practice.

We are currently on an exciting journey to embed a truly child-centred approach to all aspects of school life - one that places each pupil's wellbeing, development, and individual needs at the heart of what we do. We passionately believe that this approach will help every child flourish, not only academically, but personally and socially too.

As a Governing Body, we are looking for an inspiring and values-driven leader who will build on our school's strengths and lead us forward with clarity, energy, and care. You will find a committed and skilled staff team ready to embrace new ideas, a strong leadership foundation to build upon, and a Governing Body that will support and challenge you in equal measure.

If our values resonate with you and you are passionate about creating an inclusive, engaging, and nurturing learning environment, we would be delighted to hear from you.

We warmly invite you to visit us and experience the unique atmosphere of Kempshott Junior School for yourself. Thank you again for your interest - we look forward to receiving your application.

Warmest regards,

David Ward

David Ward, Chair of Governors, Kempshott Junior School



“The heartily sung and fun action school song, ‘Give it all you’ve got’, exemplifies the ambition in this school.”

Ofsted School Inspection Report (April 2023)

About Kempshott Junior School

Kempshott Junior School is a large school in Hampshire, situated in a residential area in Basingstoke. We are a three form entry Junior school rated as Ofsted Good, with capacity for approximately 385 pupils, and a core staff of approximately 35 (excluding our breakfast and afterschool clubs).

Our children are at the heart of everything we do.

Our senior leadership team comprises of our Headteacher, a Deputy Headteacher (also the SENDCO), and an Assistant Headteacher. Our wider school leadership team extends to our Year Leaders (years 3 to 6 inclusive) and our Subject Leaders.

Our school has 12 classrooms, set across three distinct areas. Years 3,4 and 5 have their own area, each also containing one year 6 class. Our wider estate has several further buildings that can be used for teaching and intervention, including a new library, situated just off our main playground.

We also have an attractive outside environment, that includes a large playground and field, several outdoor activity spaces for our children, and a multi-use games area (MUGA).

We are located close to the M3, with the site easily accessible from within Hampshire and the surrounding counties. Free parking is available on site.

We share our site with Kempshott Infant School, which is the main feeder school for us. We have a good relationship with Kempshott Infant School, sharing some resources, and the Governing Body are keen for the new Headteacher to develop this relationship further in the future.

The school's Governing Body blends longstanding and newer Governors, ensuring a depth of understanding alongside new perspectives and ideas. Our Governing Body comprises parent, staff, local authority and co-opted Governors. The majority of our Governors have a direct and personal connection with the school (including previous pupils and/or parents of current and/or previous pupils).

We set high standards and expectations, and as such we develop successful individuals.

We are very proud of our children at Kempshott Junior School.



Why join our School?

At the heart of the community for more than half a century, Kempshott Junior School enjoys a long-standing positive reputation in Basingstoke and the surrounding area. We believe we are the school of choice in the local area.

Several generations of the same families have now been through the school, and whilst our catchment and community has become more diverse over the years, **the ethos of the school remains focussed on developing successful children.**

Alongside continued investment in our teams and our children, we also continue to improve the estate. Just last year we built a new library, whilst also improving several outdoor areas. Our budget is secure, bolstered by additional income streams, including our highly successful breakfast and after-school clubs.

Finally, our longstanding parent/ teacher association, the Kempshott School Association (KSA), remains a strong and enduring supporter of the school.



92%

OF STAFF
RECOMMEND
OUR SCHOOL AS
A PLACE TO
WORK (LAST
STAFF SURVEY)

91%

OF PARENTS SAY
THAT THEIR
CHILD IS HAPPY
AT OUR SCHOOL
(LAST OFSTED
PARENTVIEW)

GOOD

Ofsted

IN EVERY AREA
(APRIL 2023)

50⁺YRS

SERVING
KEMPSHOTT AND
OUR
SURROUNDING
COMMUNITIES

KEMPSHOTT JUNIOR SCHOOL

MISSION AND VISION

Our Vision

We believe that every child matters and that learning should be fun, purposeful and challenging.

At Kempshott Junior School we are committed to delivering inspirational teaching that develops confident learners. Our pupils take ownership of their learning and are proud of their achievements, preparing them for life in modern Britain.

Our Mission

Teaching with pride

Enthusiastic teachers providing engaging learning through interesting subjects and topics:

- Creating stimulating classroom environments.
- Creating an atmosphere of success and achievement.
- Valuing all children and contributions.
- High expectations of pupil conduct.
- Celebrating all areas of the curriculum.
- Modelling through use and choice of language.
- Belief in the value of what subject or topic is being delivered.

Learning with Confidence

Independent learners who take responsibility:

- Able to manage time, space and resources to become lifelong learners.
- Use a selection of appropriate resources.
- Able to make good choices based on mutual respect.
- Secure in the knowledge that they can succeed.
- Adopting good learning behaviours.
- Presentation to the highest standards to develop a sense of pride.
- Tolerant of different faiths and beliefs.

Teaching with Pride, Learning with Confidence





OUR CURRICULUM

Kempshott Junior School aims to equip each child with the skills, confidence and knowledge that will be of use to them far beyond their primary experience through providing an inclusive environment mindful of their social, moral, cultural, physical and spiritual development.

Foundation Subjects have been analysed by Subject Leaders to ensure that our pupils focus on the core learning that is required. 'Road maps/ learning journeys' have been developed and embedded so that children can gain a deeper understanding of each subject.

Recent whole school training on The Empowerment Approach is enabling us to ensure children take responsibility for their learning and learn in an environment where individual differences are valued, respected and celebrated.

Further information on our curriculum can be found on the school website. To bring this alive, the thoughts of our children on the curriculum are captured below.

"In English we are writing portal stories when you go into a mystery world. You get to use your imagination."

"I like PE because it changes every few weeks and I like to try new things."

"In art, sometimes we get to do painting, but sometimes it is drawing, and I like all of them."

"In Science we got to test things out and grow plants."

"In French we learnt all about directions by holding up boards with a partner."

"In Geography we learnt about volcanoes in year 6 and it was really interesting. We did rivers and mountains in year 4."

"I like the texts In English."

"For maths, I like how in year 3 we started with some times tables and now we are doing more and more."

"We learnt all about the Stone Age in History. We went to Buster Farm and saw cave paintings. I liked being an archaeologist."

"In Religious Education we learn about different religions."

Our Staff

Alongside our children, our staff help to make Kempshott Junior School a special place to learn and to work.

Given the long and successful tenure of the existing Headteacher, staff are understandably curious about what comes next. Quickly building strong relationships with staff will be a key requirement for the successful candidate.

Here is a small summary of what our staff said they hoped for in their next Headteacher:

- *"A good communicator who is approachable and supportive"*
- *"Someone who trusts our expertise and opinions"*
- *"Professional, but with a sense of humour"*
- *"A leadership style that can build on individual strengths, to maximise team potential"*
- *"Someone with a clear vision and strong leadership presence, working to the best interests of our staff and children"*
- *"The ability to see a clear path for the school that will help us get to the next level"*
- *"A leader who cares about our mental health/wellbeing"*

“Staff are overwhelmingly positive about their school and are proud to work here.”

Ofsted School Inspection Report (April 2023)

- *"The ability to work collaboratively"*
- *"Someone who can support us and listen to our ideas"*

When asked **what makes Kempshott Junior School special**, our staff were consistent in saying:

- Our children
- Their colleagues
- The wider school team

Our Children

We asked our School Council (a cross-section of our children) what they hoped for in their new Headteacher. Here's what they told us:

- *"Lots of patience"*
- *"They should be respectful, encouraging, approachable and kind"*
- *"Not always in meetings so that they can come into class and see our work"*
- *"Firm but fair - let us have a voice, respect our diversity and culture"*
- *"Make new rules when needed, and be strict when needed"*
- *"Keep some things the same and not change everything"*

When asked **what makes Kempshott Junior School special**, our children told us:

- *"We like our friends and hardworking teachers"*
- *"We love our residentials, school trips and the school environment"*
- *"Our school is a community, including those with disabilities"*
- *"The memories we make at school"*
- *"The school logo is special; we are all different"*
- *"We like the school productions"*
- *"We are a big community"*
- *"Our voices are heard"*
- *"Everyone is positive"*





ARE YOU OUR NEXT HEADTEACHER?

Are you an inspiring leader with a passion for shaping young minds?

We are looking for an inspiring and values-driven leader to join our vibrant junior school community, and make a lasting impact on the lives of our children.

As our Headteacher, you will:

- Provide visionary leadership and strategic direction.
- Champion excellence in teaching and learning.
- Inspire and support staff to deliver outstanding education.
- Work closely with parents, governors, and the wider Kempshott community.
- Promote a positive, inclusive and aspirational school culture.

Year One Priorities

During the first year of employment, our new Headteacher will be expected to fulfil the following key priorities, as identified by the Governing Body in conjunction with the Hampshire Improvement and Advisory Service (HIAS):

- Lead efforts to embed the school's 'child centred ethos', informed by The Empowerment Approach (Kit Messenger), to celebrate the diverse needs of all our pupils.
- Continue the school's focus on developing leadership at all levels, to increase our capacity for continuous improvement.
- Work collaboratively with the Governing Body, local community and school stakeholders, to ensure that Kempshott Junior School remains the school of choice in the local area.
- Enhance communication across the school, with staff, pupils and parents, to maximise engagement and impact.

Job Description (1 of 2)

The Headteachers' Standards form the basis of our Headteacher job description.

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

They will also fulfil the ten Headteachers' Standards as specified in section 2 of Headteachers' Standards document, and as summarised below.

The Headteachers' Standards can be found in full at GOV.UK ([here](#)).

The Contract of Employment between the Governing Body and the Headteacher will be the current Contract of Employment for a Headteacher.

The job description can be amended at any time, following consultation between the Headteacher and the Governing Body and will be reviewed annually.

The Headteacher is required to carry out their professional duties in accordance with the terms and conditions of the current School Teachers' Pay and Conditions Document and relevant employment legislation.

Image: The Ten Headteachers' Standards



Job Description (2 of 2)

Purpose of the Role

The overall purpose of this role is to provide strategic leadership and professional management for the school, ensuring high-quality education and continuous improvement. The Headteacher will inspire and lead a culture of excellence, inclusion, and ambition, securing the best outcomes for all pupils.

Salary Scale

The Governing Body have determined that this post should be paid on the 2020 Hampshire agreed pay scale. Kempshott Junior School is a Group 3 school. Governors have set the Individual Salary Range at L18 (£75,675) to L24* (£86,783).

Safeguarding

The Headteacher will be the Designated Safeguarding Lead (DSL) and is responsible for ensuring that all school and County child protection policies are adhered to, and that concerns are raised in accordance with these policies.

Equality and Inclusion

The Headteacher will uphold the principles of the Equality Act 2010, ensuring that policies and practices do not discriminate against any individual or group. The role holder will foster a school culture that values equality, diversity and inclusion, and that promotes mutual respect. The Headteacher will have overall accountability for ensuring that reasonable adjustments are made for pupils and staff, in accordance with prevailing legislation.

Health and Safety

The Headteacher will work in compliance with the school's Health and Safety policies, to ensure compliance with the Health and Safety at Work Act (1974). The role holder will ensure that compliance with Health and Safety procedures is observed at all times, under the provision of safe systems of work, and through a safe and healthy environment. This will include such information, training instruction and supervision as necessary to accomplish those goals.

Data Protection

The Headteacher will ensure compliance, at all times, with the requirements of the Data Protection Act 2018, including when working with computerised systems and personal data.



Personal Specification (1 of 3)

Whilst the Headteachers' Standards underpin this role, we are clear and intentional about the profile of the Headteacher we are seeking for Kempshott Junior School.

The Personal Specification on the following pages sets out the profile of our ideal candidate.

Successful applicants must be able to demonstrate a strong fit against these requirements during the selection process.

Requirement	Essential
Personal Attributes	<ul style="list-style-type: none">• Inspiring - with a strong leadership presence, that fosters trust and confidence, whilst driving high performance• Child-Centred - can work with children to enable progress, achievement and realisation of potential• Driven - energetic in the pursuit of excellence and driving the school towards Ofsted 'Outstanding'• Authentic - approachable, caring, and able to form constructive relationships• Adaptable - open to changing circumstances, new ideas and different ways of working• Brave - able to make reasoned, and at times, difficult decisions, conveying these clearly and sensitively



Personal Specification (2 of 3)

Requirement	Essential	Desirable
Professional Qualifications and Experience	<ul style="list-style-type: none">• Has Qualified Teacher Status with other relevant qualifications e.g. Cert Ed., B Ed or first degree with PGCE.• Proven transferable senior leadership experience, in a relevant role, within the education sector - delivering results through and with others'.• Evidence of own training or experience in developing a strong knowledge of meeting needs of complex learners.• Proven experience of driving sustained school improvement, that results in improved outcomes for children and their families.	<ul style="list-style-type: none">• National Professional Qualification for Headship.• Successful track record of delivery as a Headteacher.• Evidence of significant and relevant continued professional development.
Pupils, Staff and Stakeholders	<ul style="list-style-type: none">• Evidence of ability to communicate effectively with all members of the school community, including staff, pupils and parents.• Successful track record of using insights from the staff, pupil and parent voice to drive school evaluation and improvement.• Ability to inspire sustainable high performance of staff, through coaching, development and feedback.• Experience of establishing and sustaining an effective and inclusive behaviour policy and culture, built upon relationships and boundaries.• Proven experience of networking with other schools and senior leaders, to drive school improvement.	<ul style="list-style-type: none">• Experience of developing new and innovative ways of communicating and engaging with school stakeholders.• Evidence of developing deep and meaningful connections with the local community, for mutual benefit.
Safeguarding	<ul style="list-style-type: none">• Experience of developing and supporting a strong safeguarding culture within a school, with up-to-date knowledge of safeguarding requirements and current legislation.	<ul style="list-style-type: none">• Experience as a Designated Safeguarding Lead (DSL) or Deputy DSL, with an understanding of working with children's services.• Experience of safer recruitment policy and practice.



Personal Specification (3 of 3)

Requirement	Essential	Desirable
Leadership and Management	<ul style="list-style-type: none">Ability to articulate and implement an inspirational vision for the ongoing growth and development of a school.Proven leadership approach, that motivates, empowers and inspires results through others.Experience of delivering effective performance management and appraisal, including the ability to hold others to account.Ability to use a range of tools to monitor and evaluate a range of school provision, supporting school improvement.Experience of working with Governors.	<ul style="list-style-type: none">Has been a member of a Governing Body, working in partnership to ensure statutory responsibilities are met, and to enable effective Governance.Entrepreneurial outlook, with evidence of securing additional school income streams through non-conventional routes.
Managing the Organisation	<ul style="list-style-type: none">Evidence of active, visible leadership (i.e. leading by example), including successful change management.Ability to make informed financial decisions, for the benefit of the whole school community.	<ul style="list-style-type: none">Knowledge and experience of different school models and structures, e.g. academies.
Teaching, Learning and Assessment	<ul style="list-style-type: none">Experience and knowledge of delivering and assessing highly inclusive, quality teaching, in the primary phase.Ability to role model highly effective teaching and learning within the classroom.Track record of achieving high standards, as reflected through pupil outcomes.Substantial evidence of improving the attainment of all groups of children, including SEND, disadvantaged and vulnerable groups.Proven ability to use data to drive school improvement in teaching, learning and assessment.Comprehensive knowledge of the Primary curriculum and related best practices.	<ul style="list-style-type: none">Experience of engaging effectively with research, other schools and/or agencies to impact positively on the outcomes for children and their families.

Working in Hampshire

We know Kempshott Junior School is great, and we are proud to be strengthened by being part of the wider county community. As one of the largest authorities in the country, Hampshire offers an unrivalled diversity in 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 range of vibrant options to develop your career.

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

With the County Office in Winchester, Hampshire Authority has an established network of advisors who provide 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 various groupings to facilitate effective working relationships between the Local Authority and schools.

Hampshire provides first-class learning opportunities for teachers both internally and through outside course providers. For new Headteachers, the Local Authority offers a structured induction development programme, in partnership with the Governing Body, helping to build close working relationships with other Headteachers and Local Authority colleagues.

To find out more about Hampshire and what it has to offer, visit the Hampshire County Council Education and Learning website [here](#).

Kempshott Junior School is great, and Hampshire has so much to offer more broadly!



Important information

Diversity and Inclusion

We are a proudly inclusive school, and as such, positively welcome applicants from all backgrounds.

All applicants will be required to complete an Equality Monitoring form. Should you require reasonable adjustments to support your application please let us know.

Safeguarding and Safer Recruitment

Kempshott Junior School are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We ensure that all our recruitment and selection practices reflect this commitment.

All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks

Privacy Notice

Kempshott Junior 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 Hampshire 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 website for further details on our privacy notice and Data Protection Policy.

You can contact the School's Data Protection Officer if you have a concern about the way we collect or use your data.

How to apply

School Visits

Visits to the school, before the end of the 2024/25 academic year, are warmly welcomed.

To arrange a school visit please contact Julie Murphy on 01256 326713 or by email (j.murphy@kempshott-jun.hants.sch.uk).

To Apply

To apply please visit the online jobs page at: <https://south.education-jobs.org.uk/>

Here, enter 'Kempshott' into the keyword search to find the vacancy, and to access detailed information on how to apply.

You will need to complete and upload an application form and provide a supporting statement (maximum of two sides of A4).

Applications must be received on or before 11th September 2025 (midday)

The Selection Process

The selection process will take place in Basingstoke on the **24th and 25th September 2025**.

Applicants who are shortlisted will undertake several assessment activities, some of which will be school-based. Further information will be provided to applicants who are shortlisted.

We will confirm outcomes shortly after the selection process is completed. The successful candidate will start in January 2026.

If you have any questions regarding the application or selection process, please contact: htrecruitment@hants.gov.uk





Teaching with Pride
Learning with Confidence