



# Hollywater School



**Hydro**



**Sensory**



**Soft Play**



**Forest School**

# Letter from Chair of Governors



## Headteacher Role

**Closing Date:** 8 January 2026

**Interview Date(s):** 27 & 28 January 2026

**Job Start Date:** Summer term 2026

**Contract/Hours:** Permanent

**Salary Type:** Leadership pay scale

**Salary Details:** L25 – L31 £93424 - £107131

**Hours of Work:** Full time

**Location of Role:** Hollywater School, Bordon

**Contact e-mail address:** [htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk)

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Dear Applicant,

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

Hollywater is a warm, vibrant, and caring all-through special school, serving 157 children and young people aged 4 to 19. Our pupils have a wide range of needs, including PMLD and SLD, and they inspire us every day with their individuality, strengths, and personalities. Our dedicated staff work tirelessly to provide the best possible learning experiences in a safe, nurturing, and ambitious environment.

As a governing body, we are excited to be entering a new phase in the life of the school. While Hollywater was last judged 'Good', we recognise that there is variation in teaching and learning across the school. Primary practice is strong and well-established; secondary and Post-16 provision now require clear leadership, support, and development.

We are seeking a Headteacher who can unite the whole school around shared practice, drive supportive improvement, and set a clear pedagogical direction for the future.

We warmly encourage you to visit Hollywater, meet our pupils and staff, and experience our ethos first-hand.

Yours faithfully,

Stephen Prudence  
Chair of Governors

# The School

## About Hollywater School

- Hollywater is a purpose-built all-through specialist school with:
- Spacious, well-equipped classrooms
- Hydrotherapy pool
- Sensory rooms and immersive tech
- A vibrant Post-16 provision focused on life skills
- Extensive outdoor areas including woodland, sensory garden and specialist play facilities
- Communication-rich environments using a range of AAC

**Our children are at the heart of everything we do.**



## Why Lead Hollywater?

### A strategic role with real reach

This role offers the opportunity to shape the long-term direction of a school with strong foundations and committed staff.

### A school ready for thoughtful, well-supported improvement

Primary phase practice is strong; secondary and FE provision offer exciting opportunities for development.

Staff are ready for guidance, coherence and the right professional support.

### A committed and caring staff team

Our team brings dedication, heart and creativity. We want a Headteacher who will develop talent, strengthen culture and build unity.

### Exceptional facilities

Hydrotherapy pool, sensory spaces, life-skills areas, immersive technology and extensive outdoor learning environments provide rich opportunities.

### A community in transformation

Bordon's regeneration brings new opportunities for partnership, FE collaboration and community engagement. Being a headteacher in Hampshire also brings opportunities for involvement in different headteacher networks.

### Space to build a legacy

We are seeking a leader who will stay, grow with us and leave a lasting imprint on Hollywater's future.



# Vision, Purpose and Values

## Hollywater School Vision Statement

Our vision is to empower children and young people with special educational needs to become confident, curious, and as independent as possible in their lives.

We foster a love of learning that extends beyond the classroom—into the community, nature, and the wider world. Through high-quality, personalised support and rich outdoor and sensory experiences, we help our students grow in self-belief, resilience, and skills for life.

We believe every individual has something special to contribute. By celebrating strengths and supporting challenges; we aim to enable all our pupils to lead meaningful and fulfilling lives.

## Our Motto is: Inspire.Believe.Achieve.

**Inspire:** Every journey a child makes begins with a spark of inspiration. For our students, this spark can come from the joy of discovery, the thrill of overcoming a challenge, or the encouragement of a trusted parent, friend or adult. At Hollywater we aim to light up the path with stories of courage and success, and show that every dream, no matter how big or small, is within reach.

**Believe:** To develop faith in oneself is a powerful force. Encouraging each of our students to believe in their abilities, to trust in their potential, and to embrace their unique strengths. With belief, they can turn rise to many different challenges and opportunities and face each day with confidence and resilience.

**Achieve:** Achievement is not just about reaching the finish line; it's about the growth and learning that happens along the way.



# Job Description and Person Specification

**Job Title:** Headteacher

**Grade:** Leadership Scale L25 – 31

£93424 - £107131

**Responsible to:** The Governing Body

## **Job Description - Headteacher Strategic Leadership**

- Lead the development and implementation of a clear, ambitious long-term vision
- Ensure a culture of continuous, sustainable improvement
- Build a cohesive and values-driven ethos across the school
- Work transparently and collaboratively with governors

## **Teaching, Learning and Curriculum**

- Lead improvement in teaching and learning across phases
- Strengthen consistency, building on strong primary foundations
- Support secondary and Post-16 staff with confidence, clarity and professional development
- Ensure curriculum pathways are meaningful, engaging and well structured
- Model and champion evidence-informed practice
- Ensure assessment systems support development and progress

## **People Leadership & Culture**

- Develop distributed leadership
- Build a motivated, supported and high-performing staff team
- Prioritise staff wellbeing and create a culture where people thrive
- Model compassionate, clear and authentic leadership

## **Community & Partnerships**

- Strengthen relationships with families
- Build partnerships with agencies, FE providers and local organisations
- Ensure Hollywater contributes meaningfully to the wider community
- Be an active part of the special headteacher and local headteacher communities

## **Organisational Effectiveness**

- Ensure safeguarding excellence
- Oversee financial planning and resource management
- Ensure statutory compliance, effective monitoring and evaluation
- Maintain high standards of Health & Safety

## **Person Specification**

### **Essential Qualifications**

- Degree + QTS
- Significant senior leadership experience
- Proven impact on school improvement

### **Essential Experience & Skills**

- Experience improving teaching and learning in a supportive, developmental way
- Ability to work with staff at different stages of practice and confidence
- Understanding of SEND and inclusive pedagogy
- Strong communication and interpersonal skills
- Experience with curriculum development
- Experience of partnership working with families and agencies
- Strategic leadership capability

### **Desirable**

- NPQH or equivalent
- Experience in all-through provisions
- Experience in Post-16 or early years
- Understanding of complex health needs
- Experience leading improvement across multiple phases

## **Personal Qualities**

- Values-driven and compassionate
- Strategic thinker
- Inspiring, credible and authentic
- High expectations balanced with empathy
- Commitment to long-term school development

### **Please Note:**

The duties outlined above are not exhaustive. The post-holder may be required to undertake additional tasks, roles, and responsibilities consistent with the status and scope of the position, as directed by the Governing Body. Hollywater School 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. All recruitment and selection practices reflect this commitment. Successful candidates will be subject to an enhanced Disclosure and Barring Service (DBS) check and other relevant pre-employment checks.

# The Locality - Bordon

## About Bordon

Bordon is a thriving town in East Hampshire, nestled within the beautiful **Woolmer Forest** and surrounded by stunning countryside. Historically a military town, Bordon has undergone an exciting transformation into a modern, eco-friendly community while retaining its rich heritage and natural charm.

## ***Bordon offers:***

### **Green & Sustainable Living**

Bordon is part of the UK's pioneering *Green Town Vision*, with extensive regeneration projects focused on sustainability, health, and community wellbeing. The town boasts the Green Loop, a 7km network of walking and cycling routes connecting green spaces, schools, and leisure facilities.

### **Outstanding Natural Beauty**

Nature lovers will enjoy Hogmoor Inclosure, Deadwater Valley Nature Reserve, and nearby Alice Holt Forest, offering walking trails, cycling paths, and wildlife spotting. The area is perfect for outdoor activities like hiking, mountain biking, and even Go Ape treetop adventures.

### **Modern Amenities & Leisure**

The new town centre features The Shed, a vibrant hub with cafés, restaurants, artisan shops, and regular events. Residents also benefit from the Phoenix Theatre & Arts Centre, a leisure centre, and community sports facilities.

### **Excellent Transport Links**

While Bordon itself doesn't have a train station, nearby Liphook and Farnham provide direct rail connections to London, Reading, and Portsmouth. The A3 and A325 offer easy road access, making commuting straightforward.

### **Affordable Housing & Growth**

With a mix of modern developments and traditional homes, Bordon provides diverse housing options at competitive prices compared to surrounding towns. Ongoing regeneration promises even more amenities and green spaces.

## **Things to Do**

Explore Hogmoor Inclosure and its café and play areas.

Visit Blackmoor Golf Club or enjoy family days at Birdworld and Hollycombe Steam Collection.

Take part in cultural events at the Phoenix Theatre or enjoy local food and drink at The Shed.

Discover nearby attractions like Frensham Great Pond, National Trust Ludshott Commons, and Alice Holt Forest.





# 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 67 provisions in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and social needs.



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 [www.hants.gov.uk](http://www.hants.gov.uk). Hampshire has a lot to offer. We hope you will join us.

# What it means to be a maintained special school in Hampshire

Headteachers in maintained special schools in Hampshire have access to information, advice and guidance to support ongoing school improvement. Every maintained school has an allocated Lead Learning Partner (LLP). This is someone who gets to know the school and visits on a termly basis to focus on school improvement and provide supportive challenge and advice. The LLP is a key point of contact who can support the headteacher where there are challenges which arise.

All maintained schools benefit from new headteacher induction and support. This provides access to school improvement managers and a headteacher mentor to enable the transition to a new headship be as smooth as possible. Alongside this, maintained schools have regular access to Local Authority (LA) officers and updates from their area of service.

The service level agreement which enables maintained schools to access training, support, more bespoke support and access to personnel and financial services provides access at a reduced cost. These services can then be accessed and commissioned as required.

