



Post of Headteacher

Twyford St Mary's
Church of England Primary School



Job summary

A fantastic opportunity for a passionate and innovative Headteacher to build on the terrific recent academic and pastoral successes of this much-loved, oversubscribed primary school situated in the beautiful village of Twyford, near Winchester.

The successful candidate will be looking to develop their own leadership style within the school. Building on their abilities to coach, encourage and support the professional development of our committed team of staff, they will ensure all our children are given the opportunities to flourish and thrive in preparation for their next phase of education and life.

Job details

Number on roll: 142

Number of staff: 19

Salary type: Leadership scale

Salary details: L13 - L19 £69,596 - £80,655

Closing date for applications: Friday 4th September 2026, 12pm

Interview dates: 16th and 17th September 2026

Job start date: January 2027, Spring Term

Contract/hours: Permanent, Full-time

Location: Twyford St Mary's School, Twyford, Winchester SO21 1QQ



Church School

Our Christian values - Courage, Care, Joy and Respect - are at the heart of everything we do.



Great foundations

1st for Reading in Hampshire, joint 2nd in Maths



Excellent results

83% at standard for reading, writing and maths, and 25% at greater depth.

Letter from the Chair of Governors

On behalf of the Governing Body, it is my privilege to extend a warm welcome to you as you consider the opportunity to join our school in the role of Headteacher.

At the heart of the vibrant village community of Twyford, our small but ambitious school has gone from strength to strength in recent years, creating an environment where children and staff thrive.



As our current Headteacher, Neil Tunnickliffe, prepares to leave us at the end of the academic year, we are seeking an exceptional leader to guide the next stage of our journey. Under Neil's leadership, the school has strengthened the quality and consistency of teaching, supported by a clearer staffing structure, a strong focus on professional development, and a culture of collaboration and high expectations. He has overseen important improvements to our systems and technology, including a move towards more effective cloud-based working, and has led careful reviews of key areas of provision so that practice is more consistent, efficient and impactful for children.

Alongside this, Neil has strengthened our nurturing and inclusive ethos, championing early identification and effective support for children with additional needs while maintaining high

aspirations for all pupils. He leaves us with our values strengthened, a talented and committed staff team, and a curriculum that develops the whole child, helping all pupils become confident, compassionate and ambitious young people, ready for the next stage of their education and life.

We are looking for a successor who will build on these strengths and lead the school into its next chapter. This is an exciting opportunity to strengthen community partnerships, embed our new curriculum and ensure every child is well prepared for secondary school: academically ready, emotionally confident and open to new opportunities. As well as nurturing the sporting, musical and wider enrichment opportunities that are central to school life, you will be dedicated to supporting a high-performing and professionally fulfilled staff team. Throughout, you will have the full support of a dedicated and highly engaged Governing Body.

We hope this information pack provides a helpful introduction to our school, and warmly encourage you to visit us and experience the ethos of Twyford St Mary's first-hand. Visits can be arranged by contacting the school office on 01962 713358 or via email at adminoffice@twyford-pri.hants.sch.uk

For any further enquiries, please do not hesitate to get in touch personally at ffixler@twyford-pri.hants.sch.uk. We wish you every success with your application and very much look forward to welcoming the successful candidate into our school community.

Freyja Fixler, Chair of Governors

Welcome from the Vicar

Thank you for your interest in the Headteacher position at Twyford St Mary's Primary School. As a governor, parish priest, and parent at the school, I am deeply invested in its wellbeing and success.

Over the years, the school, church, parish priest and community have fostered a close and thriving relationship. Together, we have collaborated creatively to benefit our pupils, families, staff, and wider community. My aspiration is to see this relationship evolve even further, fostering innovation and growth in the school's journey and helping all grow in their understanding of God and Christianity.

Our bond extends beyond typical ceremonial occasions of Easter, Christmas, and Harvest Festival. I actively participate in school life, attending weekly Thursday assemblies, fulfilling governor responsibilities and engaging in regular updates with the headteacher, as well as being available for the staff to speak to should they wish. The reciprocal visits between school and church serve as meaningful opportunities for worship and celebration, warmly welcoming parents into the fold. The school is such an important part of our rural community and is both cherished and supported by the whole village.

The children's enthusiasm for the church's involvement in collective worship is palpable, inspiring the establishment of a popular monthly children's service at St Mary's Church, the "360 Children's Service - Assembly in Church."



St Mary's Church, completed 1878, was designed by the Victorian architect Alfred Waterhouse, also famous for designing the Natural History Museum in London.

"It's a privilege to serve in this vibrant environment, witnessing the school's growth and supporting the Headteacher."

Whoever assumes this role can rely on our prayers and practical support. Let's continue building upon the foundation of collaboration and community that defines Twyford St Mary's Primary school.

Rev'd Damon Draisey

HOW OUR STAFF AND FAMILIES VALUE THE SCHOOL'S CULTURE

"We value how the headteacher and staff role model the school's ethos - kindness, caring and respect"

"The culture in the school is just wonderful. The fact that year 6s look out for the year Rs, and truly celebrate their achievements, the older kids referee the KS1 lunchtime football games because they want to help out, and everyone knows everyone's names. I think that's one of the things which makes TSM so incredible. "

Job Description

An overview of contract and expectations

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.

General job expectations and accountabilities

The Headteacher is an employee of the Local Authority, Hampshire County Council, and 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.

Responsible to:

The Governing Body of Twyford St Mary's Church of England Primary School.

Key Responsibilities

Safeguarding: The post holder will be the lead Designated Safeguarding Lead (DSL) and is responsible for ensuring that all school and county child protection policies are adhered to and concerns are raised in accordance with these policies.

Financial Management: Advising the Governing Body on the school's annual budget and the budget revisions as appropriate, as well as being responsible for the day-to-day running of the budget.

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

Key Focus Areas - Our Priorities

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

- To establish themselves as a visible, trusted and resilient leader within our school community, building strong, rewarding relationships with children, staff, families and partners, while setting clear expectations and maintaining constructive communication that protects the wellbeing and effectiveness of themselves and the wider school.
- To maintain and further develop the quality of education across the school, embedding the expected new national curriculum across our mixed-year group model and continuing to deliver the rich experiences that help every child meet their unique potential.
- To lead the continued evolution of our SEND provision, strengthening an ambitious whole-school approach that develops and supports all staff, responds to changing internal and external needs, and ensures children with additional needs are well understood, included and able to flourish.

Person Specification

This specification should be read in conjunction with the National Standards of Excellence for Headteachers.

Attainments and experience

- A Qualified Teacher
- An experienced school leader (e.g headteacher, deputy head, assistant head, member of senior leadership team, etc)

Personal attributes

- An excellent communicator
- Professional, approachable and empathetic
- Able to build rapport with others, and resilient under pressure

Leadership and management

- An inspirational leader who can build, communicate and implement a shared vision of excellence
- Able to have difficult conversations to achieve the best results for the children and the staff
- An effective manager of people: leading a professional culture, overseeing effective appraisals and CPD, prioritising and delegating as required.
- Skilled in building strong relationships with the children, staff, parents, governors, Church and wider community
- Able to deploy resources effectively and efficiently to achieve the school's educational goals
- Able to maintain robust safeguarding culture and practice
- Able to encourage and develop fair, rigorous and supportive performance management structures
- Curious and interested about creative, innovative approaches and courageous enough to drive change when necessary
- Able to identify and implement evidence-based best practice through collaboration with outside agencies and other schools
- Welcomes constructive challenge and support
- Able to lead and evolve an effective SEND provision across a diverse set of needs

Person Specification (cont.)

Quality of Education

- Able to develop a rich and effective curriculum for mixed age classes
- Able to recognise and encourage enquiring minds and independent learning
- Able to model outstanding teaching practice, and use your talents to inspire, enable, and coach others to step up to meet your skill level
- Able to make meaningful, focused improvements to achieve strategic change
- Hold high ambitions for all staff and children, and able to empower them to maximise their own potential
- Undertakes accurate, timely and rigorous analysis of pupil progress data
- Experienced in managing children's behaviour consistently to engage them effectively with learning

Inclusion and diversity

- Passionate about delivering equality of opportunity for all
- Will recognise and celebrate diversity, inside and beyond our community
- Supports our Christian values of courage, care, joy and respect with vibrant conviction
- Welcomes those of all faiths, and none
- Inspires children to learn about, and value, diverse faiths and world views
- Able to lead engaging Christian acts of collective worship that deepen understanding.

Our School

At Twyford St Mary's School, you will find a warm and welcoming setting full of children happily engaged in well-planned, purposeful learning.

The Christian values of Courage, Care, Joy, and Respect permeate throughout our school. The positive impact of these values not only underpins all the work we do to help our pupils be proud and develop their own unique interests, but also supports them as they build key foundational learning skills to help them succeed in their journey through education.

These values have been in place for more than a decade and have served us well, helping us to guide our children in their work, play, communication and behaviour, reinforcing the link with the church.

Our current leadership heads up a forward-thinking team and are always looking to continually evaluate our practice and policies and acknowledge that we, too, are always learning. Our strength is in our relationships – with each other, with parents and families, and with our local and wider communities – and we want to continue this work. Together, through our collective endeavours, we support our children to achieve the very best in their academic, creative, personal, physical, moral, and spiritual development.



“We are the village school making a world of difference.”

Our aim through the delivery of our Curriculum, and the Curricular Enrichment opportunities we provide to all children, is to develop the whole child so that they feel well equipped, valued, ambitious and confident in an ever-changing world. Through our interdisciplinary approach, we will provide rich, meaningful learning opportunities that not only equip our children with the basic skills but also harness their creativity and independence.

Through our curriculum we aim to enable children to:

- Be nurtured to become adaptable and resilient learners so that they meet their own ambitions and those the school has for them.
- Appreciate the uniqueness of their community and the diversity beyond it.
- Master the skills that will be essential throughout their lives.
- Develop the knowledge and understanding laid out in the framework of the National Curriculum adapted to the needs of our children.



A village school...

Twyford - named for the two fords across the River Itchen - is the village home of our school.

Twyford is a small village in Hampshire, sitting on the River Itchen and edged by beautiful water meadows. We are just four miles south of Winchester and a mile and a half from the M3, meaning the area is also easy to access from Southampton, Romsey and Alresford.

Twyford has around 2,000 residents and, although neatly contained, is a vibrant, thriving community.

The Post Office and Stores sits at the centre of the village and there are two family (and dog) friendly pubs, The Phoenix and The Bugle. We enjoy a community centre and Parish Hall - which houses the excellent Twyford Playgroup - as well as Ballards Close park and Hunter Park recreational ground. The latter offers a cricket pitch, playground, outdoor gym, two football pitches, tennis courts, and a pavilion. There is a doctor's surgery with pharmacy, dental practice, and physio and chiropractors, as well as several other small businesses.

Twyford is approximately an hour by train to London from the local Shawford Station but only 10 miles to the coast with great road, air and sea links.



Chris Packham, filming A Grand Day Out for the BBC at the traditional Twyford 'drowning' of the water meadows.

All these amenities and attractive features make Twyford a wonderful place for families to raise children. We are proud that Twyford St Mary's sits at the heart of that village life, welcoming families into a school community that is warm, active and deeply connected to its surroundings.

Our school consists of the original Victorian schoolhouse and hall, together with modern extensions, two sizeable playground areas, a sensory garden, and an outdoor classroom.



Adjoining the school, we have a large playing field with a play park and allotment opportunities (shared with the Playgroup), all overlooking beautiful water meadows and with a view north to St Mary's Church.

Inside the school we have five classrooms in the main building, and a sixth, self-contained classroom. We have a recently refurbished school hall, and lunch kitchen, as well as a staff kitchen and additional rooms for interventions, staff meetings, club sessions and more.

We also have a purpose-built studio in our KS2 playground which is used for many purposes, including music lessons, ELSA sessions, and shelter from the sun or rain! Our library provides children with a warm and welcoming space in the centre of the building.

Key Information

Pupil Numbers and Class Structures

- Confirmation on census 25/26 142
- Confirmed 19 places (20 PAN) for Year R September 2026
- Expected NOR 26/27 139 - 144 due to some fluctuation
- Class splits for 26/27 (including known leavers, not including tbc in-year joiners)

	Foundation	Key Stage 1		Key Stage 2				
Class	Yr R	Yr 1	Yr2	Yr 3	Yr 4	Yr 5	Yr 6	TOTAL
Ash	19	9						28
Beech		9	18					27
Sycamore				21	6			27
Willow					17	12		29
Yew						7	21	28
TOTAL	19	18	18	21	23	19	21	139

SEND and Attendance

- Overall attendance this year so far 97.1% (National average 94.5%) 99th percentile
- 7 active EHCPs (one additional EHCP awaiting decision)
- 27 pupils on SEND register
- 18 pupils on the SEND 'watch list'

Staffing

- FTE Headteacher
- 1 PT SENCo (1 day p/week)
- Senior Admin Officer and 2 PT Admin Support
- 3 x Full Time teachers, 3 x 0.6 teacher, 1 x 0.5 teacher and 1 x 0.4 teacher
- 1 x 0.6 Sports Coach
- 3 FTE LSAs, 2 x 0.8 LSA, 1 x 0.2 LSA
- Our full time Headteacher is also the Designated Safeguarding Lead and we have 2 x DDSL
- Our HLTA leads our extremely valuable wrap-around care for families and is also our a highly experienced TALA/ ELSA lead, offering interventions for children needing support with emotional and mental health issues in school.
- We have an expert, dedicated caretaker, and catering is provided by ABM Catering, with the contract currently under review.

What makes our school special

At Twyford St Mary's School, we deliver an experiential curriculum for all pupils giving everyone, regardless of situation or ability, opportunities to thrive.



How have we evolved to do this

- We run a higher level of trips and experiences than most schools our size. These are funded by the parents and supported by donations raised by our PTA.
- We have continually developed our site to create great spaces for our children to learn and play and thrive. These have been funded by our well managed capital budget, our PTA, and community donations.
- We have been able to provide a good balance of LSAs across the school to allow us to provide support for all children and give our teachers the scope to provide targeted interventions and greater depth sessions.
- We employ expert PE and Music teaching to provide enriching experiences to our children, and allowing our teachers and LSAs the scope to run targeted interventions and greater depth sessions

ACCESSIBLE FOR ALL

In order to ensure every child has equal opportunity to access all curriculum enrichment activities funding support is always available for children who would otherwise be unable to take part. This is possible through Pupil and Sports Premium, PTA funding and community support.

What makes our school special

Our Curricular enrichment opportunities, wraparound care offering, and after school clubs are also particularly strong.

Curriculum enrichment

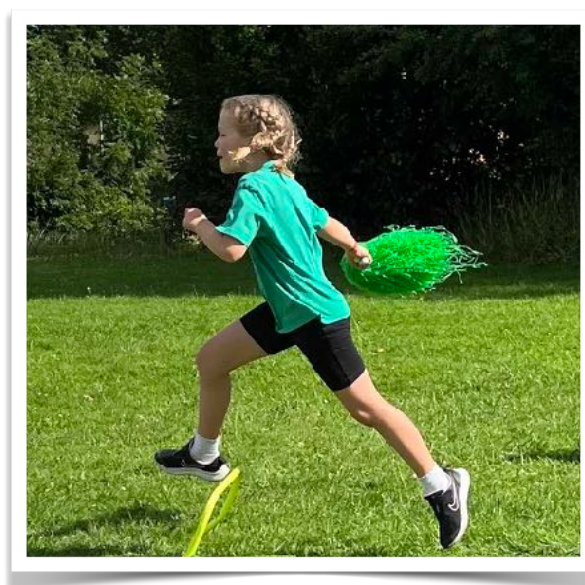
Just some of the Curriculum Enrichment activities that we deliver year-on-year, at no additional cost to families, and delivered within school hours, are:

- Listen-to-me enhanced music provision,
- Our PE curriculum delivered by our sports coach,
- Collaboration with Hampshire sports events,
- A weekly debate club run by Winchester College pupils,
- Our local expert-led Forest School summer term for our Year 3 children,
- Our hugely popular Golden Time sessions on Fridays give children the opportunity to choose from a wide variety of volunteer and expert-led sessions including cooking, gardening, coding, French, drama, dance, and many more.

We also offer a vast array of Curriculum Enrichment opportunities that may incur an extra cost or take place outside school hours, such as:

- Class trips aligned with Class topics and curriculum focus,
- Young Voices choir,
- Young Shakespeare Company,
- Maths Pi day at Westgate,
- Visiting artists to school,
- Winchester College Jazz Band,

- Sports matches including athletics and swim meets, netball, hockey, and cricket matches,
- Hampshire Music Service offers peripatetic music lessons in school for individuals and small groups, and
- Residential trips in Year 4 and Year 6 give children the opportunity to learn new skills, develop their independence, explore nature, and have fun together!



Wraparound care and clubs

- We offer a much-loved Breakfast and After School Club wraparound care service on Monday to Friday, every week of the school term, as well as offering some Holiday Clubs. These are all managed in house and run by school staff providing engaging and supportive care, as well as valuable funds for the school.
- Our after school clubs are carefully scheduled to offer a sports or hobby option to children after school every day of the week, including cricket, football, hockey, clay club, netball, art club, dance, cookery and more.

Voice of the Community

As part of this process we reached out to the school community - children, families, and teachers - and asked what qualities we needed to maintain and build on in our leadership. The key themes from this invaluable feedback are reflected here.

What is important to our families

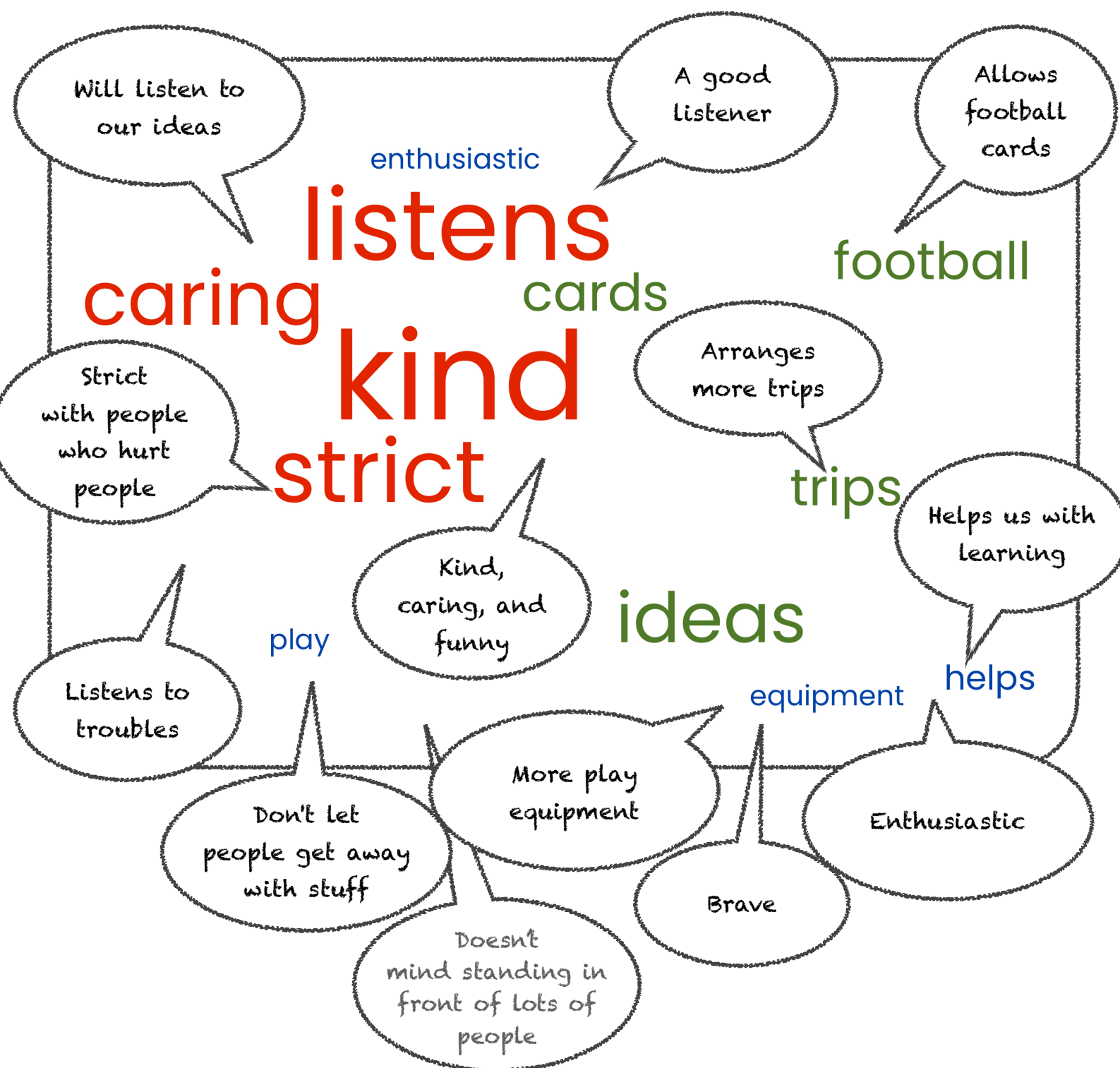
- A Headteacher who **leads with empathy and integrity**, creating a school culture where every child feels safe, understood and included.
- The personal touch: someone visible and approachable, who knows the children by name, is present around school, and **builds real relationships with pupils, staff and families**.
- A **leader who champions strong SEND provision**, understands neurodiversity, supports early identification of need and works in partnership with parents.
- Someone who combines warmth with strength; **who is confident, fair and decisive**, sets high expectations for behaviour and tackles issues quickly and effectively.
- Ambition for the school, the children and the staff, while **recognising that children flourish in different ways and have different strengths**.
- A Headteacher who **values and supports staff**, protects their wellbeing and creates a culture where they feel trusted and appreciated.
- Someone who **believes in a rich education beyond the classroom**, including sport, music, outdoor learning, creativity and wider enrichment.

What is important to our staff

- A Headteacher who provides **calm, confident and decisive leadership**, communicates clearly and helps staff, pupils and families understand what is expected.
- Someone visible and present in school life, who is **approachable, friendly and easy to talk to**, while still being clearly respected by children and recognised as the person in charge.
- A leader who sets consistent expectations for behaviour, **follows through when issues arise and provides effective back-up so staff feel supported**, not left to manage difficult situations alone.
- Someone with **the confidence to set appropriate boundaries with parents**, protect the school's values and make fair decisions based on children's needs, not on who pushes hardest or shouts loudest.
- A Headteacher who listens properly, understands situations before making judgements and **combines empathy, fairness and common sense with the ability to act**.
- Someone who **values staff as people, appreciates family life, protects wellbeing** and creates a culture where staff feel trusted, respected, nurtured and able to ask for help.
- A leader who can drive SEND improvements, values play and early years practice, **builds on what already works well, and supports thoughtful change** that benefits children and staff.

Voice of the Community

When we asked our children what they valued in a Headteacher and what they would like the new Headteacher to keep in or to bring to the school, they said:



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.](#)



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

A Place for Every Pupil

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.

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.

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.

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.

The Dioceses of Portsmouth and Winchester

Diocesan Board of Education



There are 140 maintained schools and 21 academy schools supported by the Education Team of The Diocesan Board of Education for Portsmouth and Winchester.

The Education Team work with six local authorities: Bournemouth, Christchurch and Poole; Dorset; Hampshire; The Isle of Wight; Portsmouth and Southampton.

Every working day within these schools around 32,000 children and 2,000 adults encounter an education based on Christian values.

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 expected to attend an induction course provided by the Diocese during their first term in addition to other meetings and activities designed to support their induction. The Diocese also offers courses and events for school staff and governors on all aspects of church school development.

The diocesan representative involved in the appointment process at the school you are applying to will be: sue.bowen@portsmouth.anglican.org

If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.

Application Procedure

Candidates should complete the application form and return it via email so that it is received no later than noon on **4th September 2026**.

E-mail address: adminoffice@twyford-pri.hants.sch.uk

You should provide a full statement in support of your application, which should not exceed two sides of A4 paper. It will help your application if you address all the items in the person specification explicitly, in the order that they appear.

Selection Procedure

- The shortlist will be drawn up on **7th September 2026** and the selection process will take place on **16th and 17th September 2026**. Further details will be sent to those candidates called for interview.
- Applicants will be advised **by close of play on 10th September** whether they have been selected for interview 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 within 2 working days of receipt. If you do not receive an acknowledgement within this time, please contact the Admin Office immediately at adminoffice@twyford-pri.hants.sch.uk

SAFER RECRUITMENT

Twyford St Mary's 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. We will ensure that all our recruitment and selection practices reflect this commitment.

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 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 purpose 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 privacy notice and data protection policy.

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

Other Useful Information

- School website: <https://twyford-pri.hants.sch.uk>
 - School Admin Office: Email adminoffice@twyford-pri.hants.sch.uk | Phone (01962) 713358
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OUR LATEST OFSTED REPORT

We are rated **GOOD** by Ofsted. Our last inspection was carried out by Ofsted in November 2024.

The inspector noted:

"Pupils are rightly proud of their welcoming school. Leaders' expectations are high. Pupils rise to these both in their learning and conduct. Across the school, nurturing staff help pupils to feel happy, safe and well cared for. This builds an atmosphere of calmness and mutual respect. Pupils know that staff will listen to them and will support them to resolve their concerns. The sense of community and belonging is tangible here. Pupils behave exceptionally well. They relish opportunities to make a positive difference to the lives of others."

<https://files.ofsted.gov.uk/v1/file/50262881>