



Orchard Infant School

Head of School Information Pack



Soon to be part of



UNIVERSITY OF
WINCHESTER
ACADEMY TRUST



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Welcome to our School





Letter from our Chair of Governors

Dear Applicant,

On behalf of the Governing Body, I would like to thank you for your interest in the post of Head of School at Orchard Infant School. Orchard Infants is a very successful, high achieving, and happy school and one in which we are all justifiably proud. With the pending retirement of our current Headteacher, and the very exciting conversion to the University of Winchester Academy Trust, we are seeking a leader with the right skills and attributes to lead our school, alongside governors and the CEO of UWinAT Trust, in this new chapter of our history.

We boast a school where academic attainment remains consistently high, yet our school values much more than this. Our staff and governors are also strongly committed to supporting our children's broader wellbeing and developing the skills they need to thrive, whatever their futures hold. This is reflected in the child-centred approach to teaching and learning throughout the school, where each child is valued for who they are, and where all of the staff strive to do their very best for our children and to give them the greatest opportunity for growth in its broadest sense. The staff are a strong-knit team and they work hard to create a rich and inspiring environment and creative curriculum that enthuses and instils in our children a genuine love of learning. We believe in the importance of teaching that encourages children to discover their strengths, but which also helps them to develop the resilience and positive mind-set to overcome their challenges and to fulfil their potential, regardless of aptitude or background.

This is an exciting opportunity for an experienced, strong senior leader who is ready for the next step in their career to work within a close-knit Trust, which offers a supportive environment to lead Orchard Infant School forward. We are looking for an inspirational, energetic, and compassionate Head of School whose values are aligned with our own and who will be able to guide the staff team forward to deliver an ambitious curriculum for our pupils. In return, you will be working with a very capable, committed, and enthusiastic staff team and with children who take pride in their school and are happy, enthusiastic and eager learners. Our parent community is very keen to support their children, and the school is fortunate to have a very active and successful PTA. You will also work alongside a committed and supportive Governing Body who bring an excellent balance of expertise to the leadership team of the school.

If you feel you have the right drive and ambition to lead Orchard Infant School forward, we would warmly welcome you to come and look round and meet our wonderful pupils and staff. We look forward to meeting you and receiving your application.

Your sincerely,

Dr Marnie Seymour

Chair of Governors

A Welcome from Nicola Wells, CEO of UWinAT

Thank you for your interest in the Head of School position at Orchard Infant School.

We are delighted that Orchard will be joining our family of schools at the beginning of the 2025/26 academic year and so I want to give you a flavour of what it is like to be part of UWinAT.

The University of Winchester Academy Trust (UWinAT) is currently a family of 6 schools. Our sponsor, the University of Winchester, is recognised for its outstanding practice in teacher training and we work closely with the University and the other schools in our Trust to develop excellent practice.



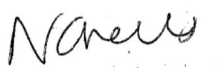
Our Trust is an exciting and supportive place to work, and we pride ourselves on offering career development opportunities to all and ensuring our leaders feel supported as well as challenged. We regularly come together as a family of schools for training and CPD and, as Head of School, you will have regular support from your fellow leaders, as well as from myself, as the Executive Leader.

The Benefits

- Commitment to excellence in education through partnership, support for one another and collaboration
- Leadership support from the Executive Leader
- A focus on staff development including subject leader support, coaching and mentor support and leadership support, LSA support, and opportunities to study for nationally recognised qualifications
- Weekly meetings with friendly, supportive fellow Trust leaders
- Freedom of curriculum
- Unique opportunities including overseas trips (Denmark & China in recent years) and research opportunities with the University
- SEND expertise from across the Trust
- Trust central team support for HR, Health & Safety, Legal, Buildings & Maintenance and policy development
- Pay & Conditions in line with HCC schools

To find out more about us please visit our website: [University of Winchester Academy Trust - Home](https://www.uwinchester.ac.uk/).

Wishing you the best of luck,



Nicola Wells, Chief Executive Officer

Our School

All About our School

Welcome to our wonderful school community! We are an Ofsted rated Outstanding three-form entry Infant School with 266 children, located in the heart of Dibden Purlieu, on the edge of the stunning New Forest. Our unique location provides incredible opportunities for outdoor learning, and we regularly explore our local community, using both the forest and nearby Calshot Beach as dynamic learning environments.



Our Vision and Values

At our school, we are committed to preparing children for the future, equipping them with the knowledge, skills, and mindset needed for jobs that may not yet exist. Our values of **Community, Opportunity, Responsibility, and Excellence** shape everything we do, ensuring that each child experiences a nurturing and inspiring learning journey.



Our Inspirational Curriculum

We take immense pride in our highly engaging Orchard Infant School curriculum, designed to celebrate every child's talents and strengths. Our curriculum is underpinned by the essential learning values of **Independence, Interdependence, Creativity, Spirituality, and Thinking**. We believe in:

- **Keeping learning fresh** – Our projects are continuously evaluated and refined to maintain excitement and curiosity.
- **Encouraging deep learning** – We ensure children develop strong knowledge, skills, and understanding across all subjects.
- **Building resilience** – Over their three years with us, children develop essential life skills that empower them to embrace challenges with confidence.

- **Creativity** – A curriculum that develops creative thinking skills

A Thriving and Supportive Community

Our school is more than just a place of learning; it is a family. Every member of staff is deeply passionate about education and understands the importance of health and wellbeing in achieving excellence. We believe that when children feel **valued, safe, and appreciated**, they flourish.

We are truly fortunate to have an incredibly supportive community, including:

- **A committed and highly skilled team of Governors** who both challenge and support the daily work of the school.
- **A phenomenal OISA (Orchard Infant School Association)**, which organises a wide variety of very successful fundraisers throughout the year.
- **Dedicated parents** who actively engage in their children's learning journey.

Excellence in Achievement and Enrichment

Our children are polite, well-mannered, and consistently achieve well above the national average in reading, writing, and maths. We also invest in:

- **High-quality PE provision**, including opportunities to play competitive sports.
- **Peripatetic music tuition** to enrich children's musical experiences.
- **A broad range of extracurricular activities**, both during and after school, to ignite curiosity and passion.
- **Exciting school trips and visitors**, making learning memorable and engaging.
- **Enhanced curriculum** with Forest School and French language and culture lessons.



A Research-Driven Approach

As a research-driven school, we continuously seek innovative ways to enhance learning and teaching. Our approach ensures that all children are inspired, challenged, and supported to reach their full potential.

At the heart of our school is a belief in **happiness and wellbeing as the key to success**. Our children's joy in learning and their ability to grow into confident, resilient individuals is what makes our school so special. We are proud of our community and the incredible learning experiences we provide – ensuring that every child leaves us with a strong foundation for lifelong learning.



Our Children

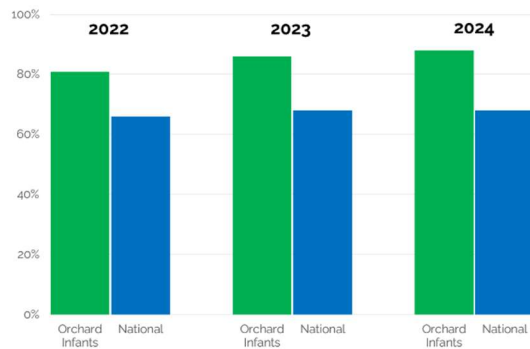
At Orchard Infant School we are incredibly proud of our children and their achievements. Below we give some statistics for the 2024/25 school year and the most recently available end of year data.

SCHOOL INFORMATION	
Orchard Infant School as of February 2025	
No. on roll	266
Attendance (Autumn term 2024)	96.4%
Pupil Premium	40
Disadvantaged children	34
Service Children	5
Gypsy, Romany and Traveller	1
English as Another Language	6
SEND	56
EHCPs	7 (+10 pending)

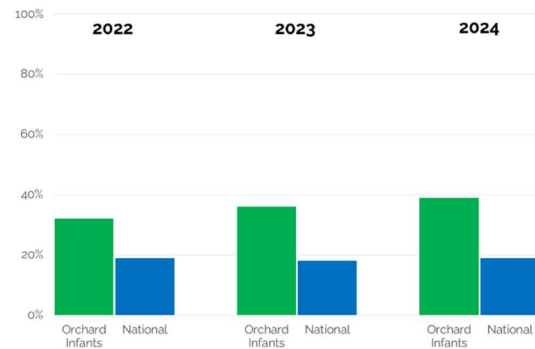
Key Stage 1

Reading

Age Related Expectations or Better

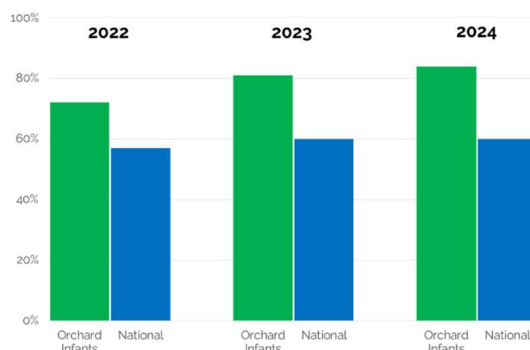


Greater Depth

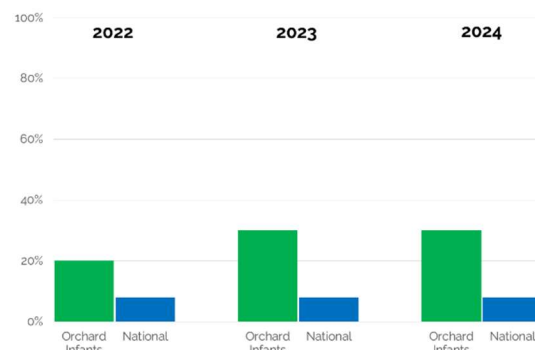


Writing

Age Related Expectations or Better



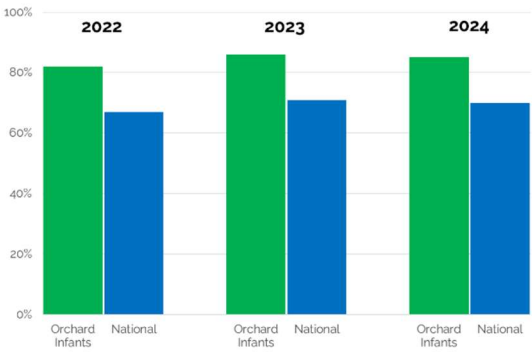
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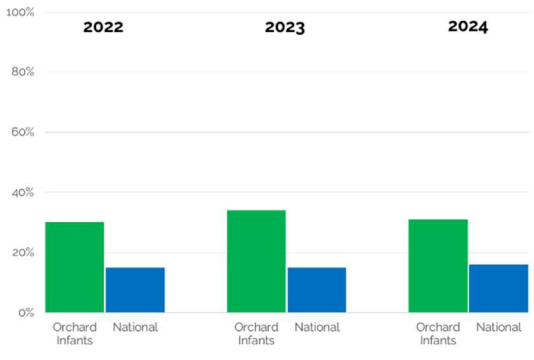


Maths

Age Related Expectations or Better

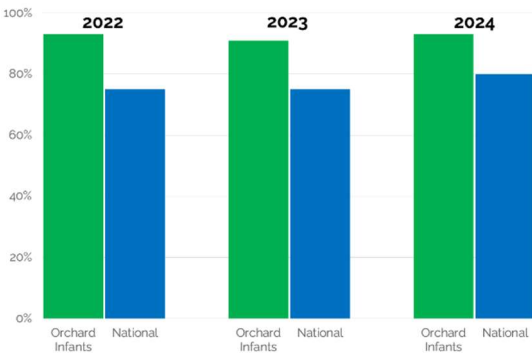


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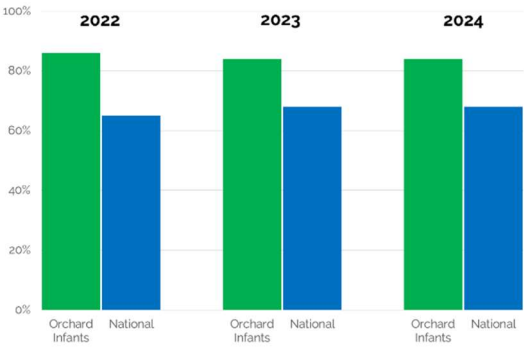
Year 1 Phonics

Passed



Early Years

Good Level of Development



Thoughts from our Pupils, Staff and Parents & Carers

We asked our Pupils what they loved about Orchard Infant School

"There is always a place to be yourself" (Greyson, Mangoes class)

"We have nature around us and a big area to learn and play" (Eleanor, Pineapples class)

"The teachers at our school are all so kind and caring" (Lucy, Pineapples class)

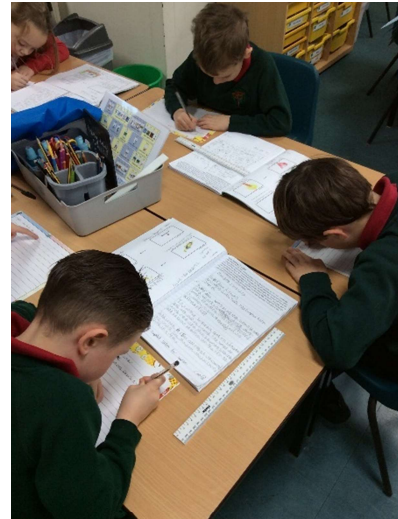
"I love maths because I get lots of challenges" (Orlando, Mangoes class)

"I love learning at school because I get to be a historian. I love history and D&T" (Jasper, Strawberries class)

"I love all the children at our school because they are all really kind to each other" (Mia, Pineapples class)

"I love learning at school because we get to build things. I made a rover and it's awesome" (Ned, Peaches class)

"When my Mummy and Daddy can come in and see what we've been learning. I showed them how to make a rover" (Regan, Peaches class)



We asked our Staff what qualities they wanted for our new Head of School



"Someone who puts the children at the heart of every decision"

"Somebody who wants to be around the children and interact with them"

"Someone who works with us in a team – not being dictated to"

"Someone who will take the time to understand and embrace our integrated curriculum"

"Somebody who genuinely values staff wellbeing"

"Someone who is not going to change everything straight away to assert their new role – our school is working really well, and in all areas - support staff, teaching, office, admin and site management"

"Open door policy"

"Have a clear understanding of admin and the jobs within the role"

"Interested in SEN and have an understanding of the challenges SEND faces in the current educational climate"

"Understands our current values, and are aligned with their own"

"Someone who truly values each member of their staff and is committed to letting them shine"

"Somebody who invests in Continuous Professional Development"

"Someone who has a passion for expanding the outdoor provision and is resourceful to be able to do this on a small budget"

"Someone who listens to staff and who will act on things"

"Having high expectations for the children and staff"

"Someone who understands how tough it is in the classroom"

"Good Communicator"

"Joint decision maker – involving all children in SEND"

"Someone who is honest"

"Somebody who recognises our school staff for what it is – one big family"

Some quotes from our most recent parents & carers questionnaires

"Personally, we feel very blessed that both our children have been able to start their education at Orchard Infant School. It is really clear to see why this school obtains 'Outstanding'. The teachers are remarkable. By far the best school in the area and we can say that from the experience our children have had. Fantastic leadership with Miss West and Miss Sydney. You would not find a better school"

"Every teacher has always made the time, effort and comfort for my child and I could not fault them at all! Just brilliant in everything they do!"

"What I like most about the school is the teachers. They are truly amazing and a credit to the school"

"The team's attitude, approachability, and encouragement is second to none"

"The teachers go above and beyond for my child and I also feel this as a parent too"

"Every teacher has always made the time, effort and comfort for my child and I could not fault them at all! Just brilliant in everything they do!"



"What I like most about the school is the diverse curriculum and supportive and wonderful teachers, ensuring my child is safe and happy at all times"

"What I like most about the school is that they encourage the children to strive to do their best, and the school values"



Job Description: Head of School

This post represents an exciting opportunity for someone who wishes to develop their leadership skills within a very strong and supportive network within the University of Winchester Academy Trust. Working closely with our Chief Executive Officer, you will be responsible for the strategic direction and day to day running of the school in line with the school's vision. You will have experience of Senior Leadership and be looking for the next step in your career, with the support and guidance of our experienced CEO.

Job Details

Salary: L9-L13

Contract type: Permanent

Reporting to: Local Academy Committee and Trust CEO

Main Purpose

The Head of School will:

- Maintain the shared vision for the school which inspires and motivates all members of the school community.
- Maintain the ethos of the school and set the strategic direction together with the Local Academy Committee and Trust CEO to aspire to excellence and equity of opportunity for all.
- Adhere to Trust systems, processes and policies enabling the school to operate safely, effectively and to a very high standard.
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context.
- Ensure school improvement strategies are effectively implemented.
- Monitor progress towards achieving the school's aims and objectives.
- Under the guidance of the Chief Executive Officer and working in partnership with the Trust Chief Financial Officer, allocate financial resources appropriately, efficiently and effectively.

Qualities

The Head of School will:

- Inspire staff to constantly strive for school improvement and to achieve the best results for every pupil.
- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct.
- Build positive and respectful relationships across the whole school community. Serve in the best interests of the school's pupils and those in the wider Multi Academy Trust.
- Embrace a research led approach to improving the quality of education for children.



Duties and Responsibilities

School culture and behaviour

The Head of School will:

- Ensure that the school core values of Community, Opportunity, Responsibility and Excellence are continually reflected in all aspects of school life.
- Maintain the positive school culture where all pupils experience a positive and enriching school life. Promote the desire to learn at every stage and inspire all children overcome their challenges.
- Uphold educational standards in order to ensure that all pupils are prepared for their next phase of education and life, allowing them the opportunity to fulfil their potential irrespective of background or aptitude. Ensure a culture of staff professionalism.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and are clearly modelled by all adults in school.
- Ensure the use of consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

Teaching, curriculum and assessment

The Head of School will:

- Sustain high-quality teaching across all subjects and phases, with ongoing evolution and research led improvement.
- Ensure teaching is underpinned by strong subject expertise.
- Effectively gather, analyse, and use data and assessment to inform school improvement strategy and decisions.
- Ensure the teaching of a broad, structured and coherent curriculum, one that will inspire pupils and instil a love of learning.
- Ensure continued outstanding curriculum leadership, including subject leaders with relevant expertise. Enable access to professional networks and communities and provide high quality CPD.
- Use valid, reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum.
- Challenge underperformance at all levels, ensuring effective corrective actions and follow up through coaching and mentoring.
- Facilitate opportunities for all staff to participate in professional learning co-constructed with the University of Winchester and other organisations.

Additional and special educational needs (SEN) and disabilities

The Head of School will:

- Promote a culture and practices that enable all pupils to access the curriculum in a format that allows them to achieve their very best.
- Have ambitious expectations for all pupils with SEN and disabilities.
- Make sure the school works effectively with the Trust Inclusion Team, parents, carers, and professionals to identify additional needs and provide support and adaptation where appropriate.



- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

The Head of School will:

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of duty of care ensuring that safeguarding is paramount in all of the school's work.
- Ensure that systems and practices occur which ensure that the school is safe and secure.
- Ensure effective health and safety processes occur across the school environment.
- Ensure all staff are valued as individuals for their actions and work. Manage staff wellbeing with due attention to workload.
- Under the guidance of the CEO, ensure rigorous approaches to identifying, managing and mitigating risk.
- Under the guidance of the CEO, ensure that the school, the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment, managing available resources and ensuring value for money through effective performance management.

Professional development

The Head of School will:

- Ensure staff have access to appropriate continuous, high quality professional development opportunities which enhance the effectiveness of learning for pupils.
- Keep up to date with developments in education and ensure staff and governors are informed about national and local priorities.
- Seek training and continuing professional development to meet needs and ensure that they are ambitious for the school and its pupils.
- Ensure that staff at all levels have personal development and leadership opportunities.

Governance

The Head of School will:

- With support from the CEO, understand and welcome the role of effective governance within the context of a Multi Academy Trust, including accepting responsibility for delivering the School Improvement Plan and school budget developed in partnership with the CEO and governors.
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties.
- Work successfully with other schools within and outside of the University of Winchester Academy Trust and other organisations to help improve outcomes for all.
- Maintain good working relationships with fellow professionals and colleagues to improve educational outcomes for all pupils.



Other areas of responsibility

- With support from the CEO, undertake responsibility for a Trust wide responsibility, which contributes to the overall strategic direction. This will be determined by the CEO and approved by the full Trust Board.

Head of School Person Specification

Where assessment includes application form, this refers to the one submitted for the post.

Criteria	E	D	Where assessed
EDUCATION AND QUALIFICATIONS			
Degree or equivalent	X		Application form
Qualified Teacher Status (QTS)	X		Application form
Relevant higher degree.		X	Application form
NPQH		X	Application form
EXPERIENCE			
Successful recent senior leadership experience	X		Application form/Interview
Successfully improving teaching and learning	X		Application form
Managing budgets and infrastructure to achieve operational and strategic goals		X	Application form/Interview
Successful performance management of staff	X		Application form/Interview
Effective school improvement	X		Application form/Interview
Working closely with the governing body or as a school governor	X		Application form/Interview
Experience of Ofsted inspections while in a senior leadership role		X	Application form/Interview
Successful experience of ensuring all vulnerable groups are supported and are reaching their full potential	X		Application form/Interview
Working proactively with the PTA		X	Application form/Interview
KNOWLEDGE AND SKILLS			
The knowledge and skills to communicate, support and deliver the school's vision and values	X		Application form/Interview
Ability to contribute to strategic planning and to lead, inspire and empower staff to achieve its strategic goals	X		Interview
Clear understanding of what constitutes excellent teaching	X		Application form/Interview
Ability to envision how the school can be developed	X		Interview
Highly effective leadership and management skills, including leading change, creativity and innovation	X		Interview
Ability to coach and mentor new and experienced teachers	X		Interview
Detailed and up-to-date knowledge of subjects, national policy, classroom management strategies, inspection procedures and statutory requirements governing the operation of schools	X		Application form/Interview



Experience of and ability to lead, manage and inspire staff, empowering them in an environment which enables people to perform at their best and underpins effective employee relations	X		Application form/Interview
In depth knowledge and experience of child protection and safeguarding regulations and procedures	X		Application form/Interview
Utilising research to support and develop practice		X	Application form /Interview
Excellent communication skills	X		Interview
Has acted as DSL or DDSL		X	Application form/Interview
Has an up to date knowledge and understanding of the SEND code of practice	X		Application form/Interview
Ability to establish and sustain high expectations of positive behaviour of all pupils	X		Application form/Interview
Has a good understanding of assessment and how it can be used to plan interventions that accelerate pupil progress	X		Application form/Interview
PERSONAL ATTRIBUTES			
An inspirational leader and role model with a professional approach that demands excellence, confidence, trust and the respect of the school community and the wider community	X		Interview
A personal commitment to the School & Trust's ethos and values and to promote them effectively in all aspects of its operation	X		Interview
Is approachable, fair and has integrity, and demonstrates a genuine love of working with children	X		Interview
Proactive, innovative and versatile with the high level of drive, energy and resilience necessary to effectively delivery strategic goals	X		Interview
Articulate, with the professional confidence and excellent interpersonal skills to interact effectively with the whole school community, demonstrating appropriate empathy	X		Interview
Values strong governance and a commitment to work collaboratively with governors and peers across the MAT	X		Interview
A commitment to equal opportunities and inclusivity within the curriculum and in employment practice	X		Interview
Strong analytical and problem-solving skills		X	Interview
DEPLOYMENT OF SYSTEMS AND PROCESSES			
Experience and ability in performance management, including dealing with underperformance effectively and in a timely manner	X		Application form/Interview



Successful experience of effective financial and resource management systems to ensure efficiency and value for money		X	Application form, /Interview
Develop and apply systems and processes to support accurate self-evaluation and school improvement		X	Application form/Interview
OTHER			
Capacity to attend school and Trust meetings and to represent the school at events and meetings outside the school day	X		Application form
Access to a car to allow efficient travelling to different locations		X	Application form

E = Essential

D = Desirable



Application Information

If you are interested in joining a school which is passionate about education and constantly strives to do the very best we can for our pupils, we would be delighted to receive your application.

Head of School

Closing date: 26th March 2025

Interview dates: 24th and 25th April 2025

Job Start Date: 1st September 2025

Contract/Hours: Permanent, Full-time

Salary Type: Leadership Scale

Salary Details: The indicative pay range is set at L9 (£60,644) – L13 (£66,919)

Hours of Work: Full time

Location of Role: Dibden Purlieu, Hampshire

Contact e-mail address for any questions regarding the recruitment: HR@uwinat.co.uk

Safer Recruitment Statement

Orchard Infant School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. Candidates that are shortlisted will be subject to an online check. All successful candidates will be subject to an Enhanced Disclosure and Barring Service check (DBS) along with other relevant employment checks, including Children's Barred List. Prior to interview, an online search will be carried out on information that is publicly available as part of our due diligence on shortlisted candidates

Visit Us

Visits to the school are warmly welcomed and strongly encouraged, allowing you to find out more about our school, curriculum and community.

Please contact the school office by email to arrange your visit with our current Head, Jane West. We have reserved the following times and dates:

Monday 10th March: 13:30 – 15:30

Thursday 13th March: 16:00 – 17:00

Tuesday 18th March: 09:30 – 11:00

Orchard Infant School

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