



FREEGROUNDS JUNIOR SCHOOL



Headteacher Information Pack

OUR ETHOS

Freegrounds Junior School in Hedge End, Southampton, fosters an ethos centered on inclusivity, aspiration, and mutual respect. The school's guiding principles "Aspire to aim high, Believe in who you are, Achieve beyond your dreams" are deeply embedded in its culture, encouraging pupils to reach their full potential. Recognised with the Inclusive School Award, Freegrounds Junior is celebrated for its nurturing environment, where every pupil's voice is valued, and exemplary behaviour is promoted through a comprehensive positive behaviour system. The school emphasises strong partnerships among staff, parents, and governors, creating a cohesive community dedicated to student success. With a commitment to high academic standards and a focus on individual growth, Freegrounds Junior School stands as a beacon of excellence in primary education.



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A LETTER FROM THE CHAIR OF GOVERNORS

Dear Candidate,

Welcome, and thank you for your interest in the Headteacher position at Freegrounds Junior School. The Governing Body is pleased to share more about our thriving school within this application pack, and we look forward to receiving your application.

Located in the heart of Hedge End, Freegrounds Junior School, under its current leadership, has always placed children's education at the centre of every decision. Ensuring a smooth transition from Freegrounds Infant School is a key priority, and we are committed to providing our pupils with the best possible education to prepare them for secondary school and beyond.

Our progressive and carefully designed curriculum ensures that children are consistently challenged, while also taking joy in their learning through engaging termly topics, delivered by our dedicated and caring staff.

Beyond the classroom, we are deeply committed to supporting the wellbeing of our pupils. We foster a culture of kindness, where children are encouraged to support one another and build positive relationships. Learning behaviours are woven into daily school life, helping to develop our pupils into life-long learners.

We are fortunate to have a modern, recently renovated building and a fantastic outdoor space, which is used both for learning and play. These facilities enhance the school experience for all our children, providing opportunities for exploration, creativity, and fun.

We are now seeking a Headteacher who will continue to inspire, lead, and support our pupils and staff to reach their full potential and achieve excellence every day.

As Chair of Governors, I am delighted that you are considering joining our school community. To find out more about this exciting opportunity, please read through the information in this pack. We also warmly invite you to visit the school, details of available tour dates are available upon contact with the school.

Thank you for your time and interest.

Jerry Hughes

Chair of Governors



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OUR SCHOOL

Freegrounds Junior School is a vibrant, inclusive, and forward-thinking school located in the heart of Hedge End, Hampshire. We are proud of our strong community ethos, high standards of education, and our unwavering commitment to the wellbeing and development of every child.

To better support the development of our children's pro-social skills we have adopted Kit Messenger's Empowerment Approach. Working in tandem with our Trick Box tool kit we provide our children with a solid foundation in understanding themselves, these form a corner stone of how we approach behaviour in school. It has been enthusiastically adopted by staff, children, and parents alike.

Our school caters to children aged 7 to 11 and is part of a thriving local community with excellent links to families, feeder schools, and the wider educational network. With 10 classes and a dedicated team of skilled professionals, we foster a nurturing environment where children are encouraged to be curious, resilient, and aspirational learners.

At Freegrounds, we believe in developing the whole child academically, socially, and emotionally. Our broad and engaging curriculum is designed to ignite a love of learning and to equip our pupils with the knowledge, skills, and values they need to succeed in an ever changing world. We place a strong emphasis on inclusion, creativity, and pupil voice, ensuring that every child feels seen, heard, and supported.

We are fortunate to have excellent facilities, including spacious classrooms, well resourced learning environments, and outdoor spaces that enhance our commitment to active and experiential learning. Our staff team is collaborative, passionate, and committed to professional growth, always striving to achieve the very best outcomes for our pupils.

The school provides an out of school provision service called Pippins, before and after school, from 07:30 to 17:45. Pippins are able to make use of our extensive grounds; providing a range of engaging activities for children who attend.

Freegrounds Junior School is governed by a supportive and experienced Governing Body that shares the school's vision for excellence. We are now seeking a dynamic and inspirational Headteacher who will lead our school with vision, compassion, and a clear strategic direction and someone who will build on our strengths and guide us confidently into the future.



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THE LOCAL AREA

Working in Hedge End, Southampton, offers a vibrant and supportive community environment. The area combines the charm of a close knit town with excellent local amenities, green spaces, and strong links to wider Hampshire. Freegrounds Junior School enjoys a positive reputation, with engaged families and dedicated staff who are committed to providing high quality education. The school also benefits from quick and easy access to the M27 motorway which is linked to the M3 and A3, making it well connected for commuting. As Headteacher, you would have the opportunity to lead a school at the heart of its community, fostering a nurturing and ambitious learning culture.



Ofsted say “Pupils are equipped with strategies to promote positive mental health and understand the importance of healthy living.”



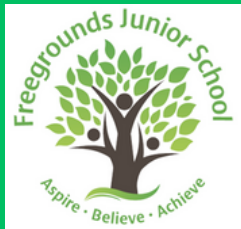
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STAFFING STRUCTURE

Headteacher

Assistant Headteacher	Assistant Headteacher	SENCO	School Business Manager
1.6 FTE Year 3 Teacher	1 FTE Year 4 Teacher	2 FTE Year 5 Teacher	2.6 FTE Year 6 Teacher
3 FTE Year 3 LSA	1.5 FTE Year 4 LSA	2.5 FTE Year 5 LSA	2.5 FTE Year 6 LSA
1 FTE HLTA		1 FTE Child and Family Support Worker	
Admin Officer	Senior Admin Assistant	Site Manager	12 x Lunchtime Assistants

Ofsted say “Leaders have developed a broad and ambitious curriculum that is engaging and well-structured, allowing for progressive learning over time.”





SCHOOL BUDGET

	2025-26	2026-27	2027-28
Total Income	£2,033,503	£1,908,134	£1,891,485
In year Surplus/Deficit	£90,817	-£88,050	-£174,527
Surplus/Deficit brought forward	£302,566	£393,383	£305,333
Cumulative surplus/deficit	£393,383	£305,333	£130,806



Ofsted say "The school's values of aspire, believe and achieve are ingrained throughout the school."



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HEADTEACHER JOB DESCRIPTION

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.

Salary Scale: The Governing Body have determined that this post should be paid on the Hampshire agreed pay scale. Freegrounds Junior is a Group 2 school. Governors have set the Individual Salary Range at L13-19 £66,919 – £77,552.

General job expectations and accountabilities: The Headteacher is an employee of the Governing Body and is required to carry out his/her 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 Freegrounds Junior 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 revision 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 \(www.gov.uk\)](https://www.gov.uk/government/publications/national-standards-for-headteachers-2020).

Ofsted say “Attendance rates are high, and students report feeling safe and happy, attributing their positive experiences to the kindness of the staff.”



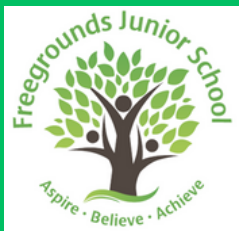
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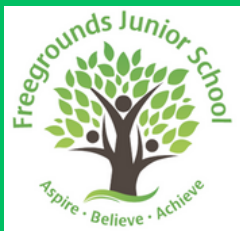
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PERSON SPECIFICATION

Core professional experience and qualifications	Essential/ Desirable	Shortlisting evidence sought in: Application (A) References (R) Interview (I)
<ul style="list-style-type: none"> Is a qualified teacher with Qualified Teacher Status 	E	A
<ul style="list-style-type: none"> Has a proven track record of success, and of managing change as a Senior Leader (Deputy Head/Assistant Head/ Head of School/Acting Head or Headteacher 	E	A
<ul style="list-style-type: none"> Has knowledge and understanding of strategic financial planning, budgetary management and principles of best value 	E	A,R,I
<ul style="list-style-type: none"> Has experience of using a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging performance 	E	A,R,I
<ul style="list-style-type: none"> Evidence of relevant professional study and/or qualification e.g NPQH, MA 	D	A
National Standards for a Headteacher (2020)		
<ul style="list-style-type: none"> Uphold ambitious educational standards which prepare pupils from all backgrounds for their next phase of education and life 		R,I
<ul style="list-style-type: none"> Establish and sustain consistently high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn 		R,I
<ul style="list-style-type: none"> Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities 		A,R,I
<ul style="list-style-type: none"> Ensure staff have access to high-quality, sustained professional development opportunities, aligned to balance the priorities of whole-school improvement, team and individual needs 		R,I
<ul style="list-style-type: none"> Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care 		A,R,I
<ul style="list-style-type: none"> Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community 		A,R,I
<ul style="list-style-type: none"> Develop appropriate evidence-informed strategies for improvement as part of well- targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context 		R,I
<ul style="list-style-type: none"> Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility 		A,R,I





PERSON SPECIFICATION

Hampshire Leadership Qualities and Behaviours		
<ul style="list-style-type: none"> Actively reflects on what works and what does not and uses the information to influence the way ahead and to make decisions 		R,I
<ul style="list-style-type: none"> Shows the ability and confidence to interact effectively with people in a range of contexts; understands the audience and the purpose of different relationships 		A,R,I
<ul style="list-style-type: none"> Have a passion for learning; recognize yourself as a learner who needs a team approach for success 		R,I
<ul style="list-style-type: none"> Builds community relationships based on a mutual and collective responsibility with diverse partners, to create a high-quality learning environment for all 		R,I



Ofsted say “Pupils express a genuine love for learning.”



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KEY FOCUS AREAS

1. Continue to drive and embed the empowerment approach.
2. Leads staff in developing the level of challenge for every child, to increase the number who achieve greater depth in reading, writing, and maths.
3. Develop a strong personal understanding of what underpins the school ethos and establish positive relationships with all stakeholders.
4. Undertake a detailed review of the budget and financial forecasts, working with the School Business Manager to ensure the continued financial security of the school.



Ofsted say “Teachers are diligent in assessing pupils' prior knowledge at the beginning of lessons, which helps identify and address any gaps before introducing new material.”





WHAT OUR PUPILS HOPE FOR IN A NEW HEADTEACHER

**Happy around
the school**

Kind

Works hard

Helpful

**Honest with
everyone**

**Care about all
children**

Funny

**Sets challenges to
get us working at a
higher level**



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SAFER RECRUITMENT

Freegrounds Junior Schools is 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. All successful candidates will be subject to Disclosure C Barring checks along with other relevant employment checks.”

PRIVACY NOTICE

Freegrounds 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 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 purposes of the assessment of the working capacity of the employee.

APPLICATION PROCESS

All completed applications should be returned to
htrecruitment@hants.gov.uk

Closing date for applications: Noon on 8 September 2025

Interviews will take place on 23 and 24 September 2025



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WORKING 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 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.

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 Headteachers 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 Headteachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Headteachers 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. Hampshire has a lot to offer. We hope you will join us.



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