



# Headteacher Information Pack

## Sparsholt Church of England Primary School

Application closing date:  
12th September 2025

Interview dates:  
25<sup>th</sup> and 26<sup>th</sup>  
September 2025





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## Letter from the Chair of Governors

Dear Applicant,

Thank you for taking the time to consider applying to be the headteacher at Sparsholt Church of England Primary School. We hope that you will find this document helpful and that it will provide an understanding of just how wonderful our school is.

We serve three beautiful Hampshire villages: Crawley, Littleton, and Sparsholt and the surrounding area and value our setting in the heart of our communities.

We now have Ofsted and SIAMS inspections behind us and as we move forward, we are looking to ensure that we not only give the best possible education to our children, but that we truly encourage them to be global citizens.

You will find that we pride ourselves on delivering results above national and county levels. However, our school is about more than delivering the curriculum, it is about the added value that we can provide in all aspects of life, and it will be important that our new headteacher joins us on that journey. Whether it is our core Christian values of Courage, Compassion and Creativity, our outstanding sports activities, or our commitment to inclusivity, along with many other aspects of school life, they all matter and we want you to be fully immersed in those objectives and aspirations. We have thought about the person specification carefully and trust that it will guide you in your application.

We have a dedicated and highly skilled group of staff who want to work as part of a team and to support the new headteacher in all aspects of school life. Our approach to character development is exceptional and we shall want to continue in this vein.

If you are excited about what you read and see - we think a picture speaks a thousand words - then please apply to join us.

Kind regards,  
**Caroline Horrill,**  
Chair of Governors,  
Sparsholt Church of England Primary School





## Our School

Sparsholt School is located in a village of around 200 houses, four miles northwest of Winchester. The village is surrounded by fields and woodland and the houses cluster around the ancient flintstone church of St Stephen.

In the summer, there is an idyllic quality to playtime as the children are out in our large school field. The school also serves Crawley village, which is three miles to the north and the larger village of Littleton two miles east. The catchment is mixed, with many owner-occupied houses as well as some social housing.

We have 111 children on roll and this number has fluctuated in line with local birth rates. The vast majority of children are white British with a number from other racial origins. We welcome children from Services families and the travelling communities. Children move on to all three of the Winchester secondary schools.

The site is compact in the centre of the village. We have a long-term rental arrangement for the use of the well-equipped and modern village hall.

We also rent an adjacent two acre field, which we use for sport, school performances and summer playtime. This includes a secure pond area which has recently been renovated with the help of Sparsholt College and is used for outdoor learning. There is also a traditional tarmac playground with play equipment, an astroturf pitch and seating areas.

The Reception class is located in the old Victorian schoolhouse, with a high vaulted ceiling and its own outdoor play areas. There are three further spacious classrooms which were built twenty years ago.







## Our School (cont.)

The staffroom was refurbished in 2023 to allow for food technology sessions. In addition, there is a sensory room and from September 2025, there will be an additional room available for assorted uses.

We also have a suite of laptop computers and a bank of iPads with wi-fi throughout, allowing each child in a class to have their own computer during computing lessons.

A good-sized administration office and a pleasant headteacher's office, with a view across the fields, completes the accommodation.

The school has a published admission number of 18. In addition to the Reception class, there are three mixed year group classes. In September we will have three full-time teachers and one class with a job share, excluding the headteacher. We also have the benefit of six LSAs.

Specialist teachers in a range of sports, including dance, have been employed to provide a variety of sports in addition to timetabled PE sessions; this has enabled staff to continue with their own professional development so that they can support or lead sessions themselves.

The school provides its own Breakfast Club and After School Care is delivered by an external provider.





## Our Vision

Our vision is to ensure that our school is at the heart of the community, enthusiastically delivering an outstanding education so that all our children experience a rich and diverse curriculum, in a nurturing environment that inspires them to become responsible global citizens.



## Our Values

Our core Christian values of **Courage**, **Compassion** and **Creativity** are at the centre of our school community. These values capture the true heart of everything we do, and we strive to live by them through our words and our actions; they underpin our school vision and enrich every child as they develop their identity and shape their future lives.



## What's so special about our school?

How the children describe our school....

***"Welcoming"***

***"Sporty"***

***"We give lots to charity"***

***"Teachers help  
us to be safe  
and learn"***

***"We are  
calm"***



***"We are a  
kind  
school"***

***"We do lots of  
singing"***

***"We're good at  
entering into sports  
competitions"***

The parents think....

**"The enthusiasm  
and quality of  
education is  
outstanding."**

**"The school is a  
kind, caring  
community for our  
children."**

**"The teachers are so  
passionate about the  
children and want them to  
be the best they can be."**

**"The school has  
broadened its  
approach to  
religion, educating  
children in other  
faiths which is  
welcomed"**





## The Christian Character of Sparsholt C of E School

We are proud of the Church of England status of our school and its Christian character.

And so, the headteacher of a voluntary controlled school must be able to authentically model Christian leadership. The Governors wish to appoint someone who has the ability and commitment to maintain, uphold and develop this distinctive Christian character of the school.

Our school welcomes staff, children and families from all faiths and none. Although at present we only have a limited number of children from other faith backgrounds, world religions are an important part of Religious Education and at times feature in collective worship.

There is an appetite and opportunity to develop more meaningful links between the school and St. Stephen's Church. The school visits St. Stephen's to celebrate some of the traditional Christian festivals like Harvest, Christingle and Easter. The school also uses the church for other school celebrations like leavers services. Clergy and other church members from Christchurch, Winchester come to lead collective worship throughout the year.

Collective worship regularly celebrates Christian values and the teaching of Jesus, with the children singing a variety of Christian worship songs and having opportunities to reflect and respond. Secular themes and songs are included within collective worship, to provide a broad experience for the children. Grace is said before lunch each day.

Our core Christian values reference biblical teaching and are infused in the curriculum and the whole life of the school.

Each classroom has an interactive space for quiet thought and reflection, nurturing children's spiritual development with Christian symbols displayed around the school.

In recent years, fundraising for both local and overseas charities have included those run by Christian organisations. This provides an opportunity for children to learn about these organisations and see how their contributions make a real difference and connection to children living both locally and globally.







## SIAMS (Statutory Inspection of Anglican and Methodist Schools)

In April 2023, our SIAMS inspection grade was rated as **excellent**. Here is a selection of quotes from this report.

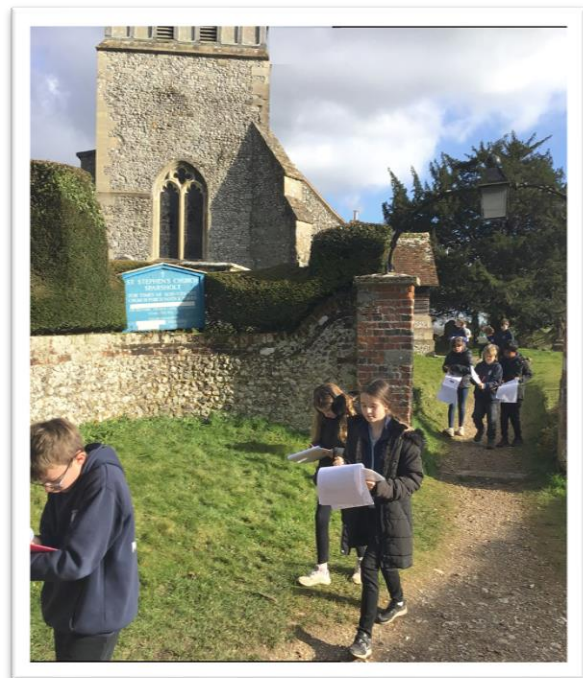
**This school is a truly inspiring place to learn and to work. Opportunities for pupils to develop as independent agents of change are excellent.**

"The school has a **culture of aspiration** and supportive relationships which engender inclusivity, dignity and respect for all."

"Pupils show great **awareness of their responsibility** to care for the environment."

"Parents speak of how the school values of courage, creativity and compassion, embedded within the vision, are **transformational**."

"One Bible quote which the school uses to inspire pupils is to 'shine like stars in the universe'. **The pupils at Sparsholt really do shine** and the Christian vision is deeply effective in enabling them to flourish."





## The Wider Christian Community

Our school community is situated within the parochial parish of Sparsholt with Lainston - St Stephen's Church being the closest. The other two parish churches that support our school community are St. Catherine's in Littleton, and St. Mary's in Crawley. These three parishes, plus St. Peter's in Wherwell and St Mary's in Chilbolton, together make up the five parishes of the Downs Benefice with Kevin Rogers as our Rector – affectionately known by the community as Rev Kev.

Rev Kev is often seen at the school gate and is a keen supporter of the school community, sometimes on the playground, or at after-school clubs, at collective worship, sports days, clear-up days, fundraisers, parent evenings, school performances, and where possible, school trips. Rev Kevin is also ex-officio part of the governing board alongside others from the parish communities who support and or serve the school in various capacities.

We love to see how these relationships foster and enable wholesome and fun engagement between the respective parish church communities and the parents, their children, and the staff of the school.







# The Curriculum at Sparsholt C of E Primary School

At the heart of our school values is the desire to provide quality learning experiences both in and outside the school day.

We embrace new opportunities, and our aim is for all our children to be confident, reflective and self-motivated learners. Sparsholt is very proud of its broad and balanced curriculum experienced by all our children from Reception to Year 6 and seeks to develop children beyond the national expectations through a creative approach to curriculum design.

We recognise the importance of ensuring pupils have the tools to be successful learners now and in the future. Our values of Courage, Compassion and Creativity, are woven into the learning, providing pupils with opportunities to work collaboratively, make choices and decisions, ask questions, reflect and recognise feelings and emotions.

Our children learn to be historians, ecologists, artists.... experiencing the whole curriculum at a deep level through exciting projects. The projects always have a 'hook' to engage the pupils, a home learning task and an outcome.

We ensure that all children learn about the values of diversity and inclusion both locally and globally. Examples include impactful projects such as UNICEF and Karis Kids charity where they learn about global challenges and the importance of empathy and philanthropy. These projects not only broaden their understanding of the world but also instil a sense of responsibility and compassion. Through their involvement, the children develop critical thinking skills and a deep appreciation for diversity and inclusion, helping them grow into well-rounded, conscientious individuals.





## The Curriculum at Sparsholt C of E Primary School (cont.)



We are dedicated to fostering a deep understanding and commitment to environmental sustainability and the climate agenda. Through immersive projects and activities, we teach our children the importance of preserving our planet, reducing waste, and promoting green practices. Outdoor learning, accessing both natural resources on the school grounds and in the local area, is a key focus of our learning. Lessons on climate change and biodiversity encourage the children to become proactive stewards of the environment. By embedding these vital topics into our daily learning, we aim to inspire a generation of environmentally conscious individuals who are prepared to make a positive impact on the world.

We also enhance the curriculum by offering numerous extra-curricular activities including lacrosse, football, netball, athletics, hockey, fencing, "artiology" and mad science and wonderful whole school productions throughout the academic year. Our school has been recognised as meeting the Gold Standard for Sport this year.

We believe passionately that learning is a continuous process; it takes place through all of the senses as well as the mind, and the opportunities we offer at Sparsholt reflect this.



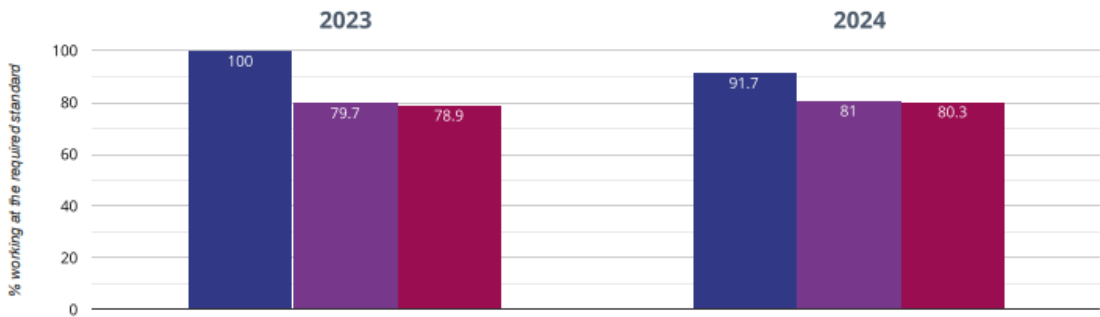


# Attainment Data: 2023-24

## Year 1 Phonics

Key

- Sparsholt Church of England Primary School
- Hampshire (343)
- NCER National (16483)



## Year 4 Multiplication Tables Check

33% of Sparsholt pupils attained 25/25 in the Multiplication Tables check.  
61% of Sparsholt pupils achieved at least 24/25 in the Multiplication Tables Check

83.3% of Sparsholt pupils attained between 16 and 25 in the Multiplication Tables check.

76.4% of pupils in Hampshire attained between 16 and 25 in the Multiplication Tables check.

79.7% of pupils nationally attained between 16 and 25 in the Multiplication Tables check.

	Sparsholt	Hampshire	National
Average point score out of 25	21.5	20.1	20.7

## Key Stage Two: 2024

	Working at Expected			Working at Greater Depth		
	Sparsholt	Hampshire	National	Sparsholt	Hampshire	National
Reading	85%	74.4%	74.3%	40%	29.1%	28.5%
Writing	90%	72.3%	71.8%	45%	13.8%	12.9%
Maths	75%	72.2%	73.1%	35%	21.9%	23.9%
Reading, writing and maths combined	75%	60%	60.6%	25%	8.2%	7.7%



# Ofsted Inspection of Sparsholt Church of England Primary School:

Inspection Dates: 31 October and 1 November 2023

Overall Effectiveness	Good
The quality of education	Good
Behaviour and attitudes	Outstanding
Personal development	Outstanding
Leadership and management	Good
Early years provision	Good



"This is a welcoming and vibrant school. Pupils are friendly and show kindness towards each other. Friendships extend across year groups, and Years 5 and 6 pupils are impressive role models who seek to help others whenever they can. At playtime, they enthusiastically run games for younger pupils and make sure that everyone is included. Pupils' conduct strongly reflects the school's values of 'Courage, Compassion and Creativity'. The school has high expectations for all pupils to achieve their best. Pupils respond positively to these. They try hard in lessons and keenly get involved in a range of clubs and school events. Pupils enjoy regular opportunities to share their ideas. They take pride in their contributions and talk excitedly about how their views have shaped the 'Pond Project'. Relationships between pupils and staff are warm and positive. Pupils are well cared for and value the attentive approach of staff. They feel safe and know that any concerns they report to staff will be addressed promptly. Parents and carers value how the school builds pupils' confidence through its nurturing approach and the focus on participation. One parent captured this, saying, 'The school has shaped a positive and striving attitude in my children.'"

"Behaviour is exemplary across the school. There are high expectations and pupils learn about excellent conduct. This begins in the early years, when teachers help children to learn how to work well together and show consideration. Pupils know the rules and understand why upholding these supports everyone to learn well. Across lessons, pupils work hard and have excellent attitudes to learning. This continues around the school when pupils' behaviour is orderly and they show consideration for others."

"The school's approach to character development is exceptional. High-quality opportunities deliberately broaden the horizons of pupils. All pupils are required to be 'courageous advocates'. They put forward for discussion local or global issues which interest them. Pupils vote for their 'pupil governors', who give pupils an active voice in school improvement. Pupils build a strong appreciation of different cultures. They meet representatives of different faiths and hear visitors from a range of backgrounds talk about their lives in 'Tell Me Tuesday' events. Pupils learn how to handle responsibility and work with others through a range of meaningful leadership opportunities. These begin early, with 'Helping Hands' in Reception Year. Pupils are well prepared for life in modern Britain."





## What the children want the Headteacher to be...

**To be sporty**

**Funny**

**Kind and caring**

**Someone who  
makes the school  
fun**

**Not strict**

**Magical**

**Able to sing**



## What the staff want?

**Lives by the same values  
and ethos that we have**

**Listens to the ideas of the  
staff and open to change**

**Understands the role of a  
head teacher in a small  
school**

**A good communicator**

**Has an open-door policy –  
the office door is always  
open**

**A headteacher who wants  
to work as part of a team**

**Someone who is  
visible**



## Governors

At Sparsholt, we're proud to have a dedicated, experienced and friendly Governing Body who care deeply about the success and wellbeing of our school community. We're a team of 13 professionals who bring a wide range of skills from areas such as education, finance, marketing, healthcare, IT and sales. We're a collaborative and approachable team, excited to welcome a new headteacher who shares our commitment to Sparsholt's values and vision.

We operate through two sub committees of our full Governing Body (FGB) – Curriculum, and Finance & Staffing – and meet every term. Each of us takes on a link role, either with a particular part of the school or one of the School Improvement Priorities. This structure enables us to develop a deep understanding of the school's context, provide informed support and help strengthen key areas of development.

We recently carried out a full skills audit to make sure we're working as effectively as possible, and we're currently refreshing our strategic plan (originally created in 2020 and updated in 2023) to keep our focus clear and forward-looking.

We're a supportive, open and engaged team – and we're looking forward to working in partnership with a new headteacher who shares our passion for the school.





## Friends of Sparsholt School (FoSS)

### Who we are

FoSS (Friends of Sparsholt School) is a welcoming community of volunteers (parents, staff, governors and supporters) who work together to support the school.

A dedicated committee manages planning and administration, while our amazing volunteers help bring events and initiatives to life.

### Why we exist

With school budgets under pressure, FoSS plays a vital role in helping the school go beyond the basics.

We aim to create the best possible environment for our children to learn and thrive by raising funds for extra resources enriching trips, and enhanced learning opportunities.

### What we do

FoSS advances the education of Sparsholt pupils by:

- Building strong relationships between families, staff, and the wider school community
- Supporting school-led activities and initiatives
- Funding additional educational resources not typically provided by the local authority







# Sparsholt Headteacher Person Specification

		Criteria <i>(all essential unless marked 'D'=desirable)</i>
<b>Personal attributes</b>	Qualifications	Holds qualified teacher status (or equivalent) DSL trained (D)
	Professional experience	Experience of delivering outstanding teaching in the primary phase Experience of senior leadership in KS1 and/or KS2 Experience of SEND leadership (D) Evidence of appropriate CPD for a leadership role
	Personal Attributes	Demonstrates a dynamic and innovative approach to leadership and school improvement
		Models a growth mindset by being teachable, open and responsive to feedback, and committed to continuous learning alongside staff and pupils
		An expert and enthusiastic practitioner, leading by example and being a positive, visible presence in the classroom and around the school
		Demonstrates resilience, adaptability and strong problem-solving skills, remaining calm and solution-focused in the face of challenges
		Able to build capability in others through effective delegation, empowering staff and fostering a unified, trust-based team culture
		An adaptable communicator with strong interpersonal skills able to foster positive relationships, trust and confidence among parents and carers and the wider community
		Able to adapt leadership styles to deliver continuous improvement in teaching and learning
		Acts as a true ambassador and committed advocate for the school, able to establish and develop effective partnerships with the commercial, educational and voluntary sectors in the local community and beyond
<b>Leadership and management</b>	Strategic	A true leader who can inspire and develop people  Able to: <ul style="list-style-type: none"> <li>• discern and develop a clear vision</li> <li>• articulate that vision</li> <li>• inspire, motivate and engage others in that vision</li> <li>• deliver that vision</li> </ul>
		Understands the importance of growing pupil numbers and effectively marketing the school in a competitive educational landscape
		Experience in identifying good practice and areas for further improvement
		Can demonstrate the impact of leadership actions on continuously improving the quality of whole school provision
		Able to analyse and interpret available data in order to implement strategies to maintain positive outcomes for pupils
		Understands the role of governors in strategic leadership and able to work in strong, trusted and effective partnership with governors



<b>Leadership and Management continued</b>	Ethos	Absolutely confident in, and committed to, the principles and practices of safeguarding children and staff
		Demonstrates a commitment to grow and deepen the distinctive Christian character of the school, in collaboration with the Parish Churches, with an ability to articulate the theology that underpins the school's Christian vision and values
		Able to promote a culture of inclusivity and equity, ensuring each individual in the school community is welcomed and included
		Able to create a culture of joy, fun and a love of learning, celebrating both school-wide and individual successes
	Organisation and Management	An effective facilitator who can gather, evaluate, and implement new ideas and processes
		Able to demonstrate success through measurable results and data
		Able to share experiences and mentor less experienced colleagues to improve performance and effectiveness across the whole team
		Experience of promoting teamwork with colleagues, leading to continuous school improvement
		Experience of managing a budget and of bringing creative and innovative solutions to financial matters (D)
	Teaching, learning and assessment	Has a clear understanding of how children learn and can articulate the key features of excellent teaching
		Able to design and effectively implement an outstanding curriculum
		Knowledge of the EYFS framework and an understanding of the principles that govern high-quality provision (D)
		Able to plan and implement a strategy to enable all teaching to be of the highest quality across the school
		Able to lead engaging and interactive acts of Christian collective worship in collaboration with the Parish Churches and other whole school activities which can be enjoyed by children across all year groups

## Initial Priorities

1. Build meaningful relationships across the whole school community, including pupils, staff, parents, governors and local residents
2. Reflectively review the school's culture, systems and practices, while respecting the existing ethos, and share observations and suggestions with key stakeholders
3. Consolidate the school's structure, staffing and culture following recent changes in leadership, class organisation and support roles
4. Develop and implement strategies to increase pupil numbers in a competitive local environment
5. Strengthen and establish partnerships – educational, commercial, charitable and community-based – to enrich opportunities for pupils



## 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 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 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 <https://www.hants.gov.uk/>. Hampshire has a lot to offer. We hope you will join us.



Hampshire  
County Council





# The Dioceses of Portsmouth and Winchester

## Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

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 encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representatives involved in the appointment process at the school you are applying to will be:

**Richard Wharton**

**Sue Bowen**

Diocesan Schools Advisors

**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

Visits to the school are warmly welcomed and should be arranged by contacting the school office.

Candidates should complete the application form and return it so that it is received no later than **12pm on 12<sup>th</sup> September 2025**.

email: [htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk)

You should provide a full statement in support of your application, which should not exceed two sides of A4 paper. Please do not restate the factual details already included elsewhere on the application form.

## Selection Procedure

The shortlist will be drawn up on **16<sup>th</sup> September 2025** and the selection process will take place on **25<sup>th</sup>/ 26<sup>th</sup> September**. Further details will be sent to those candidates called for interview. Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not. Failure to send your application form to the above email address may invalidate your application.

## Safer Recruitment

Sparsholt Church of England Primary School 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 and Barring checks along with other relevant employment checks.

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 the employment contract or 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.

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 their 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.

## 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 Recruitment Team immediately at [htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk)

## Equality Monitoring

All applications will be required to complete an Equality Monitoring form.