



North Farnborough
Infant School
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North Farnborough Infant School Headteacher Recruitment Pack

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Welcome from the Governing Body



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On behalf of the Governing Body, thank you for your interest in the post of Headteacher at North Farnborough Infant School.

We are extremely proud of our school community. North Farnborough Infant School is a nurturing, inclusive and ambitious environment where children are encouraged to develop confidence, independence and a lifelong love of learning. Our children are at the heart of everything we do, and we are committed to ensuring that every child feels safe, valued and inspired to succeed.

We are seeking an exceptional leader to guide the next phase of our school's journey. This is an exciting opportunity to build on our strong foundations and lead a dedicated and talented staff team who are deeply committed to achieving the best possible outcomes for all children.

Following our recent Ofsted inspection, we are proud of the many strengths recognised within the school and excited about the opportunities ahead. The inspection provides a valuable platform from which to continue driving improvement and ensuring every child reaches their full potential. Further information about the inspection can be found within this candidate information pack.

North Farnborough Infant School benefits from a supportive and engaged parent community, including an active PTA, and strong links with local schools and external partners. These relationships are central to our success and provide a rich and rewarding context for leadership.

We warmly encourage you to visit the school to experience first-hand the positive, welcoming ethos that defines North Farnborough Infant School.

Thank you again for your interest. We look forward to receiving your application.

Alison, Becca, Colin, James, Louise, Nancy and Saima

The Governing Body, North Farnborough Infant School

Our School in Numbers



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- We are a two-form entry infant school catering for up to 180 children from the age of four to seven.
- We have 25 members of staff including 3 SLT & SEND-CO, 6 teaching staff, 10 LSAs/ELSA, 2 admin and 4 operational support staff (breakfast club/lunchtime supervision, caretaker, librarian)

	No. Of Children
Total on roll	170
Year R total	60
Year 1 total	51
Year 2 total	59
SEND	22
EHCP	8
PP	18



	Attendance
All Pupils	95.5%
Pupil Premium	90.5%
SEND	91%

Vision and Values



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At North Farnborough Infant School, we want to instil a love of learning whilst creating happy, confident and aspirational children who are well-prepared to be good citizens of any community they join.

Our six core values are at the heart of our school.
They are:

- | | |
|-----------------------|--|
| Respect | We respect other peoples' ideas and belongings.
We work hard to be good listeners.
We use kind and caring words. |
| Independence | We 'have a go' at things before asking for help. |
| Confidence | We try our best and rise to a challenge, never giving up. |
| Cooperation | We enjoy achieving together and on our own. |
| Happiness | Being kind to others helps us to feel happy in ourselves. |
| Responsibility | We do the right thing even when no-one is looking.
We make the right choices to keep ourselves and others safe. |



Curriculum Highlights



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CARE Principles

Curiosity	Achievement	Resilience	Excitement
 Paddington Bear	 Zog	 Tigger	 Joy
<ul style="list-style-type: none"> • I can ask "why?" • I can try new things. • I can explore and discover. • I can think and wonder. 	<ul style="list-style-type: none"> • I can try my best. • I can be proud of my work. • I can learn from mistakes. • I can achieve my goals. 	<ul style="list-style-type: none"> • I can try again. • I can stay calm. • I can ask for help. • I can bounce back. 	<ul style="list-style-type: none"> • I can enjoy learning. • I can be excited to try. • I can join in. • I can have fun while learning.

At North Farnborough Infant School, we believe every child is unique and should be empowered to become a responsible, independent learner with a lifelong love of learning. Our curriculum is built around our **CARE principles - Curiosity, Achievement, Resilience, and Excitement** - which is woven into everything we do, both in and out of the classroom.

OPAL Play



We aim to improve opportunities for physical activity, socialisation, cooperation, coordination, resilience, creativity, imagination and enjoyment through improved play. In 2025/26, we began an exciting new Play Programme. **OPAL (Outdoor Play and Learning)** allows children to be inspired and creative at playtime.

Our School Environment



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- ❑ The main school building is over 150 years old with further extensions taking place in the late 20th century.
- ❑ We have a large school hall that is used for PE lessons, assemblies, school plays and it is also where the children sit down together to enjoy our delicious school lunches that are cooked by our wonderful kitchen team.
- ❑ Outside, the playground is a fantastic area for the children to burn off their energy, and our school field, trim trails and extensive play equipment make break times enjoyable for all.
- ❑ Throughout the year, all year groups have the opportunity to visit new places to enhance their learning and experience, such as Windsor Castle for Year 1 children.
- ❑ We provide wraparound care through Breakfast Club from 7:45am, and an after-school club until 6pm run by Conker Club.
- ❑ Our school offers a variety of extra-curricular clubs, including Spanish lessons, dance club, music/band lessons, theatre, football, Bible craft, football and 360 multi skills sports.



Friends of North Farnborough Infant School (FONFIS)



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North Farnborough Infant School benefits from the dedication and enthusiasm of its Parent Teacher Association, the Friends of North Farnborough Infant School (FONFIS, Registered Charity: 1042002).

Through a variety of fundraising events across the school year, FONFIS provides social entertainment and valuable support for children, parents, and teachers alike. The events calendar is filled with regular favourites including cake sales, school discos and non-uniform days. The festive season is marked by the wonderful children's Christmas market, and the Summer is celebrated by the much-loved Summer Fayre. This commitment to fundraising has a lasting impact.

Last academic year (24/25), FONFIS donated **£10,591.66** covering the costs of new Chromebooks, a school trip for each year group, new sensory room equipment, unit play blocks, storage organisers, sports day ice lollies, Year 2 leavers ice cream van visit, and lots and lots of Pritt Sticks!



F.O.N.F.I.S.

Friends Of North Farnborough Infant School



What Our Parents Say About Our School



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We are proud of the strong partnerships we build with our families. In our 2026 parent survey, parents described North Farnborough Infant School as a nurturing, inclusive and ambitious school where children are known, valued and supported to thrive.

"A warm, friendly and nurturing environment. A really wonderful start to school life."

"The school balances education, wellbeing, behaviour and community incredibly well. I feel like they know and understand my daughter's needs."

"Our child has had a truly wonderful and happy learning experience at NFIS. We feel so lucky to be part of such a nurturing and supportive school community."

"All staff are friendly, approachable and consistent. My daughter talks about the school and her teachers positively and is excited about learning."

"A fantastic school where my child has made great friends and is thriving. The teachers are always approachable and supportive."

"Getting to know each child. Encouraging children to be helpful and kind. Lots of different opportunities and ways of learning. Wanting the best for the children."

OFSTED Recognition



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We are incredibly proud that every area of the school was judged to be at least the expected standard during our Ofsted inspection in May 2026. The inspection report reflects the positive, inclusive and supportive culture that staff, pupils, governors and families work together to create every day.

Inspectors highlighted many strengths of the school, including:

"Pupils love coming to this happy and inclusive school. They are greeted by staff who care about them and their needs every day"

"The school has an open and positive culture of safeguarding"

"Governors care deeply about the school, they provide leaders with support"

"Pupils behave well consistently. Leaders and staff have established a culture that is highly conducive to learning"

"Leaders build positive and constructive relationships with parents and carers. Parents are overwhelmingly positive about all aspects of this school"

We see this inspection outcome as recognition of the dedication, professionalism and care shown by our staff, governors and wider school community, and as a strong foundation for the next stage of our school's development.

The full Ofsted report can be viewed [here](#).

Key Focus Areas



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The Governing Body would like our new Headteacher to focus on the following key areas during their first year in post.

- **Provide Strategic Leadership**
Develop and articulate a clear, ambitious vision for the future of the school, building on its existing strengths while driving sustained improvement and innovation.
- **Lead High-Quality Teaching and Curriculum Development**
Ensure the consistent delivery of high-quality teaching, particularly in early reading and writing, so that all children develop strong foundational skills and access a broad, well-sequenced curriculum.
- **Develop and Support Staff**
Foster a positive, high-performing staff culture by building strong relationships, promoting wellbeing, and ensuring all staff receive appropriate support, challenge, and professional development to excel in their roles.
- **Strengthen Community Engagement**
Build on and further develop effective partnerships with parents, local schools, community groups, and external professionals to enhance opportunities and outcomes for all children.

What Our Staff Are Looking For



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A visible and authentic leader, with vision and purpose

Open, approachable and friendly

A supportive and empathic presence

A collaborative team player who works in partnership with the whole community

Ambitious, honest and resilient

A champion for every child

Clear vision for long term goals; not afraid of change or challenge

Inclusive - recognising diversity

Committed to staff wellbeing

What Our Children Are Looking For



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joyful listens
fair honest
talks fun
celebrates kind
smiles friendly
caring happy



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. North Farnborough Infants is a group 2 school. The salary range for this role is L12-18 £67,898 - £78,702.

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 North Farnborough Infant 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)

Person Specification

Essential (Desirable)	Evidence*
<p>PROFESSIONAL QUALIFICATIONS AND EXPERIENCE</p> <p>Qualified teacher status and a minimum of 5 years teaching experience, with experience and expertise in Early Years Foundation stage and/or KS1</p> <p>Experience in a senior leadership role within a primary education setting and able to demonstrate impact</p> <p>Evidence of relevant further professional in-service training and continuing professional development</p> <p>(Desirable: NPQH or NPQSL)</p>	<p>A</p> <p>A</p> <p>A, R</p>
<p>PERSONAL QUALITIES</p> <p>Inspirational, resilient, value driven leadership</p> <p>Excellent communication and relationship-building skills with all stakeholders.</p> <p>Commitment to continuous improvement and the best outcomes for all children</p>	<p>A, I, R</p> <p>I, R</p> <p>A, I, R</p>
<p>LEADING AND DEVELOPING SCHOOL CULTURE</p> <p>Ability to articulate and deliver a clear, ambitious vision that drives sustained school improvement</p> <p>Demonstrates visible, approachable and authentic leadership, building trust and confidence across the school community</p> <p>Proven ability to build strong relationships with children, staff, parents, and the wider community</p> <p>Commitment to fostering a positive, inclusive culture with high expectations for all children</p>	<p>A, I, R</p> <p>A, I, R</p> <p>A, I</p> <p>I, R</p>
<p>PROFESSIONAL DEVELOPMENT</p> <p>Proven ability to develop, support, and challenge staff to excel</p> <p>Commitment to high-quality professional development of the staff team</p> <p>Strong focus on staff wellbeing and maintaining a positive working culture</p>	<p>A, R</p> <p>I</p> <p>A, I, R</p>

*Key: A - Application, I - Interview, R - References

Person Specification

Essential (Desirable)	Evidence*
TEACHING AND LEARNING	
Strong understanding of high-quality teaching, particularly early reading and writing	A, I, R
Proven track record of raising standards and securing strong pupil outcomes across a school	A, R
Ability to ensure consistent, high-quality teaching for all children	I
CIRRICULUM AND ASSESSMENT	
Ability to design and implement a broad, well-sequenced curriculum for all learners	A, I, R
Experience of leading curriculum development, particularly within the Early Years Foundation Stage and/or KS1, resulting in improved teaching quality and pupil outcomes.	A
Ability to use assessment effectively to inform teaching and drive improvement	I
INCLUSION	
Commitment to inclusion, ensuring that all groups of children have their needs met and achieve their full potential	A
Ability to adapt provision and curriculum to meet diverse needs	I, R
Experience of working with external agencies to support children effectively	A, I
BEHAVIOUR	
Ability to lead a safe, positive, and respectful school environment	R
High expectations for behaviour, attitudes to learning and attendance across the school	I
Ability to support staff to apply consistent and effective approaches to behaviour and attendance	A

Person Specification

Essential (Desirable)	Evidence*
ORGANISATIONAL MANAGEMENT	
Ability to lead and manage strategic priorities that secure school improvement	A, I, R
Demonstrates an understanding of financial management, budgeting, and value for money	I
Ability to deploy staff and resources efficiently to support school improvement	A, R
SAFEGUARDING	
Absolute commitment to safeguarding and promoting the welfare of children (Desirable: Either a DSL or deputy DSL)	A, I, R
Secure knowledge of statutory safeguarding requirements and best practice	A, I
Ability to embed a strong safeguarding culture and robust systems	I

About Farnborough



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Located just 34 miles south-west of London, Farnborough combines excellent transport links with the benefits of a thriving Hampshire community. Best known for its rich aviation heritage and the internationally renowned Farnborough Airshow, the town offers a blend of innovation, history and contemporary living. In recent years, the Farnborough International Exhibition Centre has opened, and is now home to numerous major exhibitions, events and conferences, including the British Motor Show.

North Farnborough Infant School is ideally located within walking distance of both Farnborough North station and Farnborough Main station, providing direct rail access to London, Reading, Gatwick Airport and destinations across the South East. The school is also conveniently situated close to the M3 motorway.

The school enjoys a prominent location at the heart of the local community, with a community garden, children's playground, tennis courts and extensive parkland all nearby. These local amenities contribute to the strong family-focused feel of the area and provide valuable opportunities for outdoor learning, recreation and community engagement.

Farnborough benefits from a diverse and growing population, reflected in the rich mix of cultures, experiences and perspectives within our school community. Families are attracted by the area's combination of good transport connections, excellent local amenities, green spaces and strong educational provision.

Education in Hampshire



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.

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.

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.



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.

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.

A Place for Every Student

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.

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!

Application Procedure



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Visits to our school are encouraged and warmly welcomed.

Please contact our admin office adminoffice@nfis.hants.sch.uk to book.

Do also browse through our website: www.nfis.hants.sch.uk

Please return the completed application form via email so that it is received **no later than noon on 4th September 2026.**

Please provide a full statement in support of your application, no longer than 2 sides of A4 paper, without repeating factual details provided in the application form.

Selection Procedure

The shortlist will be drawn up on 8th September and the selection process will take place on 18th and 21st September. Further details will be sent to those candidates called for interview.

Applicants will be advised after the shortlisting date whether they have been successful.

Application Procedure



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Equality Monitoring

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

Safer Recruitment

North Farnborough Infant 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. The successful candidate will be subject to Disclosure and Barring Service 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 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.

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.