



SWANMORE
COLLEGE
Centre of Excellence

'Together we thrive'

Headteacher Information Pack



Letter from Chair of Governors

Dear Candidate,

Thank you for your interest in the position of Headteacher at Swanmore College. This is a rare opportunity to lead a successful, ambitious and highly respected secondary school at a pivotal moment in its history.

Swanmore College has long been recognised as a school where pupils thrive academically, socially and personally. Our students are proud of their school, our staff are committed to excellence and our community places great trust in us to provide the best possible education for every young person.

Inspectors recently described Swanmore as a friendly and happy school where pupils enjoy learning, behaviour is excellent, safeguarding is highly effective and personal development is a significant strength. They recognised an ambitious curriculum, effective support for pupils with SEND and a distinctive family ethos that sits at the heart of our community.

As governors, we are immensely proud of these achievements. However, we are equally ambitious about the future.

We seek a Headteacher who will build on our many strengths whilst shaping a compelling vision for the next phase of our development. We are looking for a leader who combines educational credibility, strategic insight and personal integrity with a deep commitment to ensuring every young person receives an exceptional education.

Our next Headteacher will inherit a strong school. The challenge is not to repair. It is to inspire, innovate and elevate.

If this excites you, we would be delighted to receive your application.

Chair of Governors

Yours sincerely,

Ian Mills

Chair of Governors
Swanmore College School



Closing Date:	Friday 6 th November 2026 (Noon)
Interview Date(s):	17 th – 18 th November 2026
Job Start Date:	September 2027
Contract:	Permanent
Salary Type:	Leadership Scale L29-L35
Salary Details:	The indicative pay salary is set at £103,030 - £119,350
Hours of Work:	Full-time
Location of Role:	Swanmore, Hampshire.
Number on roll:	1330
Contact e-mail address:	HTRecruitment@hants.gov.uk

History of our School

Swanmore College was established in 1961 as a secondary school serving the growing communities of Swanmore, Bishops Waltham, and the surrounding Meon Valley area. The school was built during a period of significant expansion in secondary education, responding to increased demand from a growing local population and the wider educational reforms.

The college was constructed on its present site on New Road, Swanmore, where it continues to serve the local community today. From its earliest years, the school drew pupils from rural villages across the Meon Valley as well as nearby market towns, reflecting the area's blend of agricultural heritage and expanding residential development.

In 1971, Swanmore became a comprehensive school, reflecting the national move away from selective secondary education and towards providing high-quality education for all young people regardless of background or ability. This transition helped establish the school's reputation as an inclusive and community-focused institution.

During the early 2000s, the school was renamed Swanmore College of Technology after gaining specialist technology status. This period saw increased investment in facilities and curriculum development, helping to strengthen the school's focus on innovation, technology and preparing students for a rapidly changing world.

Currently, as Swanmore College, the school has continued to invest in its facilities, including significant developments in the performing arts, technology and sporting provision. The college remains at the heart of the local community, providing education for students aged 11 to 16 and offering a wide range of opportunities that support both academic achievement and personal development. Swanmore College is a community school maintained by Hampshire County Council. The school is a teaching school, leads the rural schools' alliance and has a leisure centre on site.

The Local Authority coordinates admissions and works closely with school leaders to support continuous improvement and ensure high standards of education. As with other Hampshire schools, the college benefits from ongoing challenge and support through local authority partnerships and external review processes.



The school's strengths

Visitors regularly comment on the positive atmosphere within the school.

Students are welcoming and articulate. Staff are professional, committed and proud of the school. Relationships matter here.

Inspectors reported that pupils enjoy attending Swanmore, feel safe and benefit from strong relationships with adults. They highlighted the school's calm and orderly environment and noted that learning is rarely disrupted by poor behaviour.

We believe that strong outcomes are built upon a strong culture.

The school's distinctive family ethos was highlighted by inspectors as a key feature of the student experience. Enrichment activities, pastoral support and positive relationships contribute strongly to pupils' sense of belonging.

Students benefit from:

- Extensive enrichment opportunities.
- Strong careers education.
- Leadership opportunities.
- A broad cultural programme.
- Excellent pastoral care.

Our ambition is to build further upon these foundations.

Strong Governance

Governors provide effective support and challenge whilst maintaining a strong focus on staff wellbeing.



School Improvement Priorities for 2026 /2027



Strategic Priorities

The successful candidate will work with governors to deliver:

1. Exceptional Outcomes

Ensuring all pupils achieve the very highest standards regardless of background or starting point.

2. Outstanding Teaching

Maintaining relentless focus on classroom excellence and evidence-informed practice.

3. Inclusion for All

Ensuring every learner can access, participate and thrive.

4. Leadership Development

Growing future leaders across all levels of the organisation.

5. Organisational Excellence

Ensuring robust financial stewardship, operational effectiveness and long-term sustainability.

6. Destinations

All students are better prepared for today's challenging and competitive world.

7. Communication

Excellent relationships with parents and carers through effective communication.

These priorities are an integral part of CPD for staff, governor monitoring and scrutiny of the work carried out between the school and its School Improvement Partner (SIP).

OFSTED May 2023

Swanmore College was last inspected in May 2023. In the inspection report, Ofsted confirmed that "Swanmore College continues to be a good school".

Key Strengths

"Pupils enjoy coming to this friendly and happy school."

"Pupils' behaviour in lessons and around the site is excellent. Consequently, pupils feel safe in school."

"Leaders have put in place a broad and inclusive curriculum"

"Pupils, including those with special educational needs and/or disabilities (SEND), achieve well across different subjects"

"Teachers skilfully select activities and materials which help pupils to learn."

"Pupils benefit from helpful feedback which they use to improve their work."

"Consequently, pupils generally can remember and apply what they have learned."

"Personal development is a strength of the school and inspires pupils to become confident, caring and resilient."

"Pupils benefit from an impressive programme of enrichment and extra-curricular activities."

"Pupils are extremely well prepared for the future."

"Pupils with SEND achieve well. Teachers adapt the curriculum effectively for pupils with additional needs."

"SEND and pastoral staff work closely together to ensure the approach to supporting pupils is individually tailored."

"Strong governance ensures that challenge and support for school leaders are effective."

"Governors fulfil their statutory duties diligently. They know the school's strengths and share in leaders' reflective and measured approach to improvement"

"Staff feel valued and give generously of their time to pupils. They are proud to work at the school."

"Safeguarding has a high priority in the school."

"There is a culture of vigilance and care."

"Systems are extremely well organised and highly effective."

Areas for Improvement

Improvement Priorities

1. Further strengthen support for a small number of Key Stage 4 students who are not yet fluent readers.
2. Improve communication with pupils and parents regarding the rationale and consistent application of behaviour sanctions.

[Swanmore College Ofsted May 2023](#)



SWANMORE
COLLEGE

Centre of Excellence

Examination results 2026

A8 at Swanmore in Summer 2026 was improved from 2025, increasing from 49.4 in 2025 to 51.9 in 2026.

The % of students achieving the Basics at 4+ in 2026 was 79.1%, and 50.6% at 5+.

[Swanmore College - Compare school and college performance data in England - GOV.UK](#)

Staffing at Swanmore College

Senior Leadership Team

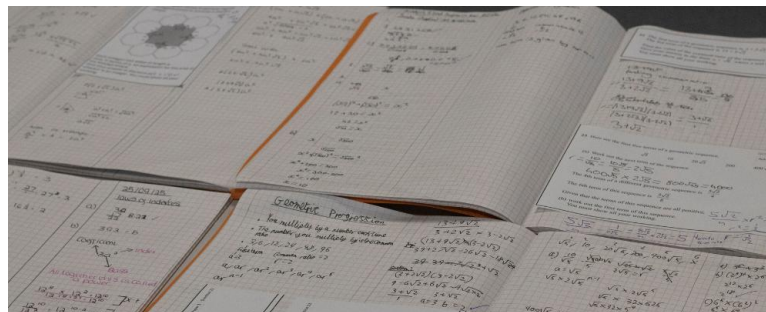
Swanmore College has a Senior Leadership Team format, recognisable to the majority of schools in Hampshire and surrounding counties.

There is currently an Executive Head, Head of School and two Deputies. This core SLT is supported by 8 Associate Assistant Head teachers supporting both pastoral and academic school priorities.

All positions are temporary until August 2027, meaning the successful candidate has the opportunity to work with governors to shape the leadership team.

Academic Leadership

The core faculties of English, Maths and Science are led by a Head of Faculty and supported by TLR holders. Foundation subjects are mostly led by a Head of Subject.



Pastoral Leadership

The school is structured in year groups with each one being led by a Head of Year and supported by a team of tutors. There are 8 tutor groups in each year group. Two year heads are associate assistant head teachers overseeing KS3 and KS4.

Supporting Student Wellbeing

Student wellbeing is supported by a Designated Safeguarding Lead and one Deputy DSL, who is non-teaching and is also the Mental Health Lead of the school. The school has its own onsite counsellor alongside further welfare support for pupils from an ELSA and the school's welfare hub.

Inclusion support for pupils with SEN

There is a qualified SENDCO who is also an associate assistant head teacher. The SENDCO is supported by a highly effective team of teaching assistants to provide a blend of support via 1:1 sessions, in class mentoring and by delivering targeted subject interventions.

Headteacher Role

The Headteacher occupies an influential position as the lead professional and must be a significant role model within the local community including community facilities and teaching school. The values and ambitions of the school's Headteacher determine the ethos and achievements of the school. As Headteacher you are accountable for the education of current and future generations of children. Your leadership will have a decisive impact on the quality of teaching and pupils' achievements.

You will lead by example, demonstrating professional conduct and effective practice to teachers, and support staff, leaving time for high quality, continuous professional development of your staff. You will manage a climate for the exemplary behaviour from pupils. You will set expectations for high academic standards within and beyond the school, recognising differences and respecting cultural diversity within the local area and Britain in general. As Headteacher of Swanmore College, you will work passionately to maintain a thriving and high performing school community.

JOB TITLE:

Headteacher

RESPONSIBLE TO:

The Governing Board of Swanmore College

RESPONSIBLE FOR:

The headteacher carries out duties in line with the conditions of employment as set out in the current *School Teacher's Pay and Conditions* document, the *National Standards of Excellence for Headteachers (2015)*



Key Aspects of the Post

Overall responsibilities

- Take the lead role on working with the Governing Board to develop the strategy to deliver the school vision, embracing ambition, excellence, high standards and inclusion. Translate the vision into a financially sustainable improvement plan and implement it successfully.
- Secure a culture of excellence in teaching and learning to achieve high standards of learning and attainment across the whole 11-16 range, including inspiring and preparing pupils for post-16 education and training, employment and higher education.
- Hold all staff to account for their professional conduct and practice in line with guidance and standards from the Department for Education and other professional bodies and be responsible for the efficient and effective internal organisation, management and control of the school.
- Lead and champion an inclusive approach to education, ensuring high-quality adaptive teaching that meets the diverse needs of all pupils, particularly those with SEND.
- Ensure effective monitoring and evaluation of the school's performance and establish a secure basis for responsive and sustainable school improvement so that the school meets at least the expected standards under the Ofsted framework.
- Develop and sustain effective relationships with the Governing Board and the Chair of Governors in particular, to ensure effective governance of the school and the discharge of the Governing Board's responsibilities and statutory duties.
- Build/develop and maintain effective relationships with families and all members of the school and wider community to enhance the quality of education and achievements of all students

Leadership Skills

- Inspirational leadership and the ability to lead and mentor others effectively.
- Proven ability to provide visionary and strategic leadership.
- Excellent decision-making skills, especially in complex or challenging situations.
- Proven experience in leading and motivating a diverse team of educators and staff.

Educational Vision

- A clear and inspiring educational vision aligned with the school's values.
- Commitment to fostering a positive learning environment and promoting high academic standards.
- Clear vision of high-quality inclusive teaching, learning and assessment to ensure all pupils make strong progress at the school and *at least* attain, if not exceed, their targets and goals.
- Clear understanding of the importance of inclusion strategies for all pupils.

Communication Skills

- Excellent communication skills, both verbal and written, to effectively engage with families, staff, pupils, governors, and external stakeholders.
- Ability to articulate the school's vision and goals to various audiences.

Collaboration and Relationship Building

- Proven ability to build strong relationships with families, pupils, staff, and the wider community.
- Capacity to collaborate with the school's governing body, local education authorities, and external partners.

Strategic Planning

- Skill in developing and implementing strategic plans to ensure the school meets at least the expected standards under the Ofsted framework.
- Ability to analyse data and use evidence-based practices for continuous improvement.

Educational Pedagogy

- In depth knowledge of current educational research, pedagogical practices, and curriculum development.
- Awareness of the diverse needs of pupils and strategies for inclusive education – specifically including an understanding of pupils with a special education need.

Ideal Qualities of the Post

Financial Management

- Competence in financial management, budgeting, and resource allocation to optimise educational outcomes within budget constraints.

Staff Development

- Commitment to professional development for staff.
- Capability to lead a culture of continuous improvement and learning through robust accountability and professional support.

Emotional Intelligence

- High emotional intelligence to understand and respond effectively to the needs of families, pupils and staff.
- Ability to manage conflicts and build a positive school culture.

Innovative Thinking

- Openness to innovation and creativity in educational approaches and solutions.
- Willingness to explore change and be decisive in taking the necessary actions.

Problem-Solving Skills

- Strong problem-solving skills to address challenges and navigate complexities in the educational landscape.

Cultural Competence

- Cultural competence and a commitment to promoting safeguarding, diversity, equity, equality and inclusion within the school community.

Resilience and Stamina

- Resilience to handle the demands and pressures of leading a secondary school.
- Stamina to manage a busy schedule and handle multiple responsibilities.

Vision for Wellbeing

- Recognition of the importance of pupil and staff wellbeing and a commitment to creating a positive and supportive school culture.

Governance and Compliance

- Understanding of governance structures and compliance requirements for schools in England.



SWANMORE
COLLEGE

Centre of Excellence



Application Procedure

Application Procedure

Visits to the school are warmly welcomed.

Tours of the school and Q&A will be available in the **morning during the week commencing 2nd November**

To arrange a tour, please contact: Sandra.Cox@swanmore-sec.hants.sch.uk

Applications should be received no later than noon 6th November 2026.

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 during the week commencing 9th November 2026 and the selection process will take place on the 17th – 18th November 2026. 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.

Equality Monitoring

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

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately on

HTRecruitment@hants.gov.uk

Safer Recruitment

Swanmore College and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers and anyone working on behalf of the school to share this commitment. As part of this commitment, all appointments in Hampshire County Council schools are subject to robust pre-employment safeguarding checks, which typically include:

- An enhanced Disclosure and Barring Service (DBS) check
- A Children's Barred List check (where the role involves working with children)
- Two suitable references, usually including the most recent employer
- Verification of identity, qualifications, Right to Work, and employment history
- Online background searches on shortlisted candidates, in line with *Keeping Children Safe in Education* guidance

Access to the school's Child Protection and Safeguarding Policy can be found here: [Policies](#)

To request copies of any other policies, including the school's Policy on the Employment of Ex-Offenders, please email enquiries@swanmore-sec.hants.sch.uk

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 personnel 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 purposes for 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 [Swanmore School – Home](#) for further details on our privacy notice and data protection policy. You can contact the School's Data Protection Officer if you have a concern about the way they collect or use your data.

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.

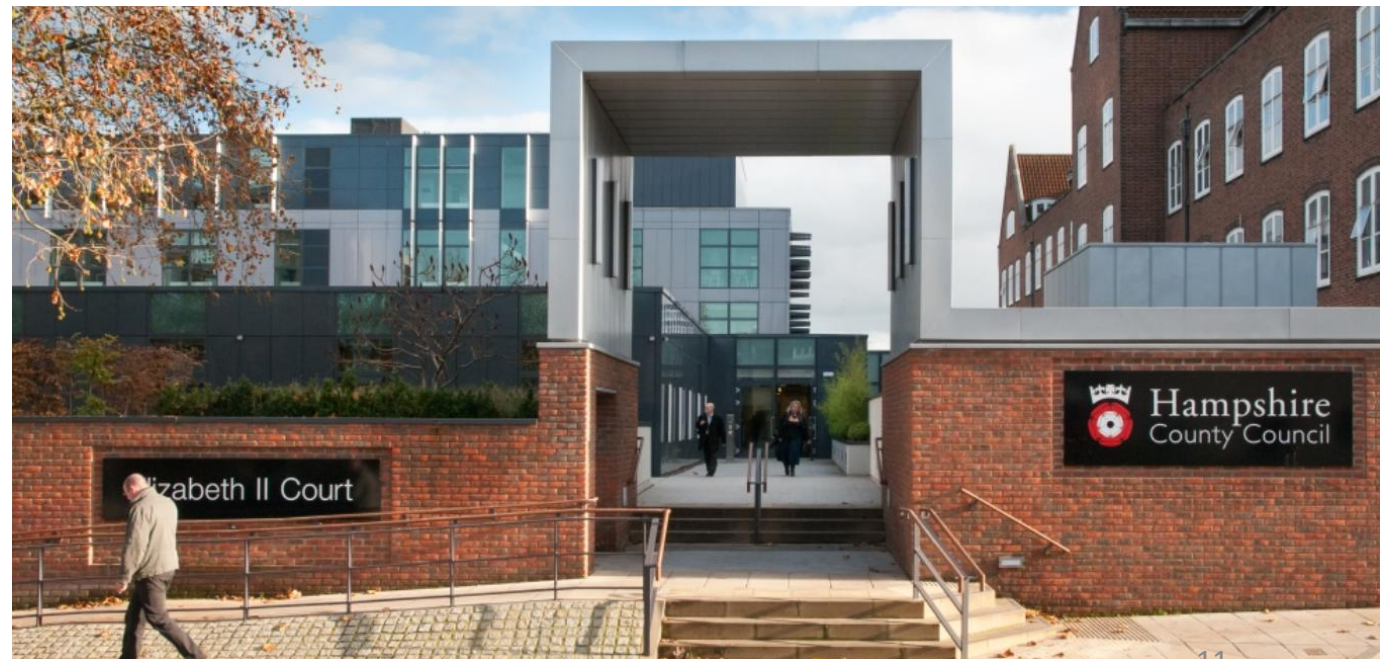
Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students 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 [Hampshire County Council | Hampshire County Council](https://www.hampshire.gov.uk) Hampshire has a lot to offer. We hope you will join us.



Meon Valley



Image from: [Meon Valley Trail](#) | [Things to do in Hampshire](#) | [Hampshire County Council](#)

Thank you

Thank you for your interest in the role of Headteacher at Swanmore. We hope this pack has been helpful in telling you about our school and we very much hope to have the opportunity to meet you in the very near future.

Set within the beautiful Hampshire countryside, Swanmore is a thriving village community at the heart of the Meon Valley. Combining rural charm with excellent connectivity, it offers easy access to Southampton, Portsmouth, Winchester and London, while providing an exceptional quality of life. Surrounded by attractive villages, open countryside and the nearby South Downs National Park.

Swanmore is a place where community, opportunity and wellbeing come together, making it an excellent location for talented professionals and families alike. Swanmore benefits from a highly skilled and stable population, with many residents working in education, professional services, technology, engineering, healthcare, HM Forces and the public sector. The village is well placed for employment centres while also attracting families seeking outstanding educational opportunities, a strong sense of community and a high-quality residential environment. This creates a supportive and engaged local network, making Swanmore an attractive place to live, work and build a rewarding career.

The surrounding area offers a wealth of leisure and cultural opportunities, including walking and cycling routes through the South Downs, vibrant market towns, coastal destinations and excellent sporting facilities. Combined with strong transport links and access to some of Hampshire's most desirable residential areas, Swanmore offers the best of both rural and urban living.

Don't take our word for it, discover Swanmore and the Meon Valley for yourself:

[Visit Hampshire](#) | [Meon Valley Visitor Information](#) [South Downs National Park](#) | [Visit Winchester](#) | [Visit Hampshire Tourism Website](#)
[Meon Valley Trail](#) | [Things to do in Hampshire](#) | [Hampshire County Council](#)