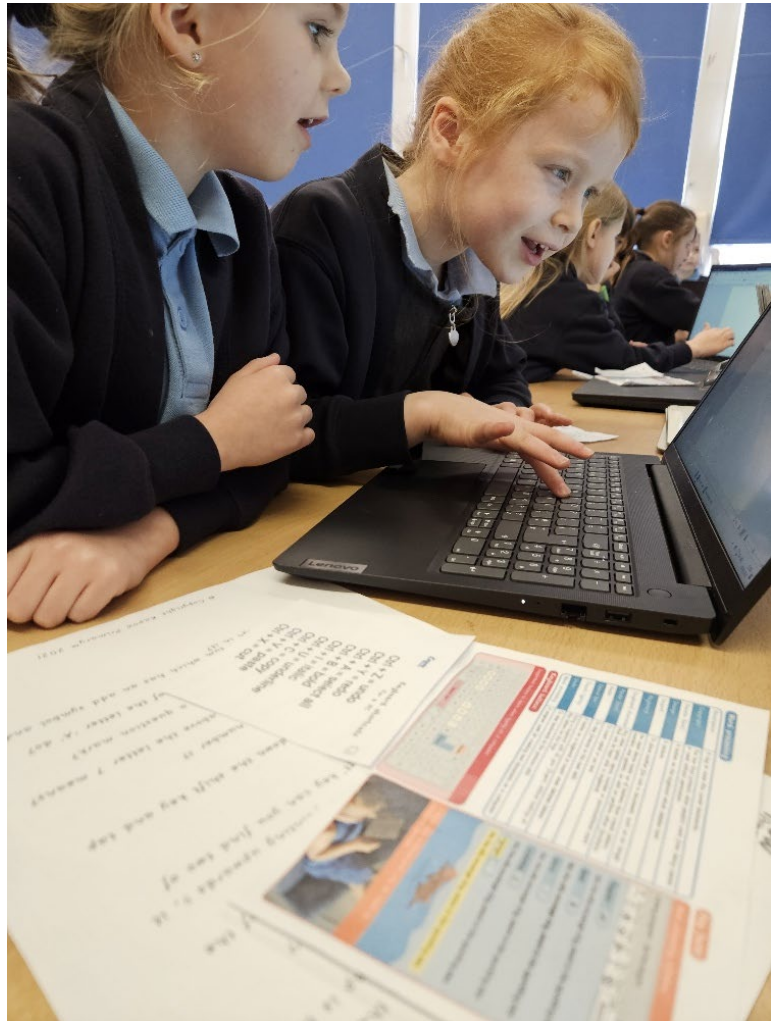




Tadley Primary School
Learning for life

Headteacher information pack

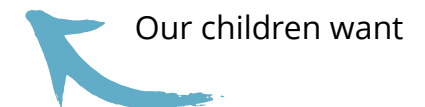




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Job Description - Separate Document



Dear potential Headteacher for Tadley Community Primary School



Tadley Primary School
Learning for Life

Thank you for your interest in Tadley Community Primary School. We are delighted that you have requested our information pack, and I sincerely hope you will consider applying for this exciting opportunity to lead our school from September 2025.

Tadley Community Primary is the original village school, deeply rooted in our town's history and at the heart of the community. I love that many of our pupils are following in the footsteps of their parents and even grandparents—some of whom were once students here themselves. Our strong sense of continuity is reflected in our staff as well, with our caretaker being a former pupil! We are passionate about engaging with the wider community, and our children regularly participate in activities beyond the classroom. We take great pride in the extraordinary opportunities and experiences we provide to help them grow and thrive.

Since Covid, we have focused on strengthening our core curriculum while building a solid foundation in our wider subjects. Our dedicated leadership team, middle leaders, and staff have embraced a consistent approach to teaching, introducing innovative strategies that help our pupils develop resilience, cognitive skills, and a love of learning.

Inclusivity and diversity are at the heart of our approach, and we continually seek to enrich our pupils' experiences. Our OPAL (Outdoor Play and Learning) initiative has been a resounding success, and we offer a wealth of extracurricular activities before, during, and after school. Our school community has flourished, with parents playing an increasingly active role in supporting our vision and ambitions.

So, what's next for Tadley Community Primary? We are looking for a leader who will build on our successes, foster strong relationships with parents and the wider community, and inspire our dedicated teachers by ensuring they feel valued and empowered in their roles. We need someone who is passionate about learning, dynamic in their leadership, and ready to take our school forward with energy and vision. Above all, we are looking for a Headteacher who will embody our ethos, be the face of our school, and embrace the opportunities that lie ahead.

Everyone who visits us comments on our school's warm and purposeful atmosphere. I warmly invite you to come and see it for yourself—you'll quickly understand why we all love Tadley Community Primary so much. I look forward to meeting you.

Yours sincerely,
Louise Bleathman
Chair of Governors



The school's expectations for pupils' behaviour and attendance are clear. Leaders ensure that pupils attend school regularly.

Pupils know that their teachers care about them and want them to achieve their very best. Pupils and staff get on well together.



Tadley Primary School

Learning for life

Pupils like this school. They feel happy and safe here.

Leaders have high expectations for pupils to achieve and be successful in later life.

Just a few comments from our latest Ofsted Report
VISIT OUR FULL OFSTED REPORT [HERE](#) for more information

Staff are proud to work at Tadley. They say that leaders care about their well-being and listen to their views.

Staff are well trained and knowledgeable. They keep a close eye on vulnerable pupils.

Parents and pupils value the wide range of extra-curricular clubs and activities the school provides.

About our School



Tadley Primary School
Learning for Life

- Tadley is a small town surrounded by open countryside and is located equidistant from Reading, Basingstoke and Newbury. It grew rapidly during the 50s and 60s to support the nearby Atomic Weapons Establishment (AWE) which remains the town's largest employer.
- Founded in the late nineteenth century, Tadley Community Primary School is the original village school and remains at the heart of our community, adjacent to St Paul's church and the green.
- The school is a one form entry, non-denominational school catering for children between the ages of 4 and 11. There are currently approximately 224 children in the school in 9 classes.
- Our accommodation ranges from the original Victorian classrooms to modern purpose-built classrooms. Our playgrounds are large and very well equipped, thanks to the sterling efforts of our PTFA.
- The school has a wide variety of extra-curricular activities and is particularly strong in music. Our choirs have performed at Wembley, the O2, and The Anvil. Several children participate in Rocksteady and we offer piano, guitar and ukulele lessons.
- Outdoor activities are an important aspect of the school. There is a sizeable playing field which is used for sports as well as OPAL activities (Outdoor Play and Learning). The children engage in OPAL outdoor activities every day, in all weathers including building dens using tyres and rope, hammocks, sledges, sandpits and obstacle courses.



OPAL



Tadley Primary School
learning for life



Vision and Values

Learning for Life the Tadley Way

Pride, Kindness, Diversity and Community

At Tadley Community Primary School, we are passionate about equipping our children with the personal characteristics and educational outcomes for their successful futures. Our vision for each child is to be actively curious about their world, discover their own interests and talents and grow their own confidence and a love of learning. We do this by providing children with an irresistible invitation to learn through our knowledge-rich and diverse curriculum – **Learning for Life the Tadley Way!**

Our values of **Pride, Kindness, Diversity and Community** underpin everything we do at Tadley Community Primary School. Therefore, it is important to us that we celebrate our differences, and we are a fully inclusive school – welcoming children and adults from all backgrounds, beliefs, cultures and circumstances. We want all of our children to feel safe, loved and valued. That is why we passionately believe every child and adult in our school community is important and special to us and we always prioritise building strong relationships with everyone involved in our school.



Curriculum



Tadley Primary School
Learning for Life

At Tadley Community Primary School, our curriculum is ambitious, creative, and inclusive. We strive to ensure that every child is valued for their unique talents and skills while providing a rich, knowledge-based curriculum. By incorporating educational tools, we support each child's individual learning journey.

Over the past two years, we have introduced Kapow to enhance curriculum coverage and progression, Maths Mastery, Little Wandle, and The Write Stuff. These initiatives have been embedded to strengthen retrieval skills, develop cognitive abilities, and create a strong foundation that builds year after year.

Beyond academic excellence, we believe in the power of learning through play and real-world experiences. Our children benefit from opportunities such as OPAL, our gardening club, online safety education, the wellbeing hub, charity work, music lessons, sports clubs, offsite trips, and competitions. These experiences help nurture rounded individuals who are well-equipped for their future.

Ultimately, our curriculum is designed to foster character development and instill a strong sense of self in every child.



WRAP AROUND CARE

We offer wrap around care to our children.

The Breakfast Club runs from 7:30am and breakfast is provided.

After School club runs until 6:00pm and children take part in a range of activities in both sessions. There are four timing options, which help keep the sessions competitively priced, 7:30am or 8:15am until school start and school finish until 4:30pm or 6:00pm. Childcare vouchers are accepted.

EXTRA CURRICULUM ACTIVITIES

- Board games club
- Judo
- Football
- Netball
- Workout Wednesdays
- Choir
- TT Rockstars club
- Drawing club
- Book club
- Ukulele
- Homework Club
- Rocksteady
- Gardening club



A MESSAGE FROM OUR PTFA

Tadley Community Primary School PTFA support the school through raising funds and volunteering time with the core aim of enriching the children's experiences within the classroom and expanding their experiences beyond.

Through events and projects, we strive to strengthen our community by bringing together friends and families of the school, teachers and the children. Early 2025 sees the PTA become PTFA, as we see the opportunity and strength of connecting more closely with our wider communities.

Fundraising happens via school discos and film nights, seasonal raffles and celebrations, in school "dare days" and more. We also support initiatives such as World Book Day by running a pre-loved (free) bookshop, volunteering in the school garden and allotment, and parent reading buddies.

All the money that has been raised has been put back into the school for the benefit of all the children. For example, STEM equipment and resources, including a number of laptops, subsidies towards school trips, materials to support outdoor play and learning, in-school pantomime, and seasonal celebrations.

We continue to explore new and creative ways to raise funds, including local and national grants, as well as provide the children, their families and their friends with fun and exciting events. The PTFA is fully inclusive, and we welcome and encourage the participation of all parents to get involved, share ideas, and support the Tadley Primary community.

Stakeholder views



Children

We want a headteacher who makes sure everyone belongs at our school.

Somone who will help us understand who we are and to believe in ourselves.

A headteacher that will get to know all the children and staff in our school.

Someone who will take care of our school and make sure everyone is safe and happy.

Staff

We want a headteacher who is open, friendly and approachable. Someone who understands our visions, ethos and that we are a community school.

Someone who values the effort staff put into their work. Someone who will treat our staff with kindness and flexibility, understanding that people have responsibilities outside of school.

A headteacher that will support staff progress but also allow staff to have autonomy. Someone who values the changes and progress that have recently been made, understanding the need for stability.

Someone who has high expectations of pupil and parent conduct. Someone able to advocate for staff and ensure student behaviour enables progress for all.

Parents

A headteacher with a strong understanding of SEND needs, that can support both children and parents.

A good communicator who is present and available for children and parents. Someone who knows the children.

A headteacher that understands the importance of inclusion; not all children follow the same path, but all should be included in the community.

A caring, consistent and positive person. Someone who is honest and open; someone who wants the best for the whole school.



What we want our new Headteacher to do

- Key Tasks

For the first year in post, Governors have identified the following Key Tasks for the newly appointed Headteacher, linked to our strategy:

- Build on and continue to embed staff training, further strengthening the quality of teaching and learning to enable each pupil to meet their best outcomes across the curriculum
- Continue to develop distributive leadership, growing leaders' expertise
- Develop a strong personal understanding of what underpins the school ethos and establish positive relationships with all stakeholders
- Maximise the opportunities for the children within the constraints of the budget
- Review the effect of the current curriculum, identify next steps and build on the current foundation
- As the face of our school, sustain the strong and positive relationships within our community and successfully promote the school further afield.



Letter from the headteacher



Tadley Primary School
Learning for Life

Dear Colleague,

Thank you for your interest in the Head Teacher position at Tadley Community Primary School. The Governing Body has asked me to share my thoughts on the school and this role.

I have had the privilege of serving as the Head Teacher at Tadley Community Primary for the past three years. Unfortunately, I am stepping down due to ill health. Tadley is a school with a strong sense of community and a genuine family atmosphere. Our values reflect this: Pride, Kindness, Community and Diversity. We work together as Team Tadley to make each of these values a reality in our school.

Our staff team is incredibly supportive and dedicated to making the school the best it can be for the children we serve. Many of our staff members have been with us for over ten years, which speaks volumes about our happy and supportive ethos.

Over the last three years, the school has undergone quite a bit of change. In September 2023, we transitioned to a one-form entry school, which has been beneficial for the children as all classes are now single form, eliminating mixed-age classes. This change has also allowed us to reflect on and enhance our curriculum, resulting in an engaging and excellent curriculum for all children. As a staff team, we have also focussed on the pedagogy of Teaching and Learning based on Rosenshine's Principles of Instruction and have strong consistency in all classes.

We offer a wide range of trips, music, sports, OPAL at lunch time and other extracurricular activities to encourage children to participate actively. Our commitment to doing our best for our children is unwavering, and we pride ourselves on our strong inclusive and pastoral culture.

The children at Tadley Community Primary School are curious, enthusiastic learners who strive to do their very best. They are an absolute joy to work with, and their families are supportive and caring, always wanting the best for their children.

I will be very sad to leave in April, as it has truly been a privilege to work here. I encourage you to visit the school; you will be warmly welcomed.

Best wishes,
Rebekah Alsey

Person Specification



Personal Skills and Attributes

Essential

- Demonstrates a high level of commitment and a desire to be a key member of the Tadley community
- Visible and approachable, and builds effective relationships with all
- Has a presence that inspires confidence and trust
- A team player who values others, recognises their strengths and works collaboratively to ensure good outcomes for all
- Able to communicate effectively with others – children, staff, governors and parents, including the more vulnerable members of our community
- Reflective, innovative and outward facing
- Self-reflective and able to recognise when own skills and experience need further support in order to meet the needs of the school
- Demonstrates a commitment to keeping children safe and promoting a safeguarding culture within the school
- Has a deep and accurate understanding of relevant policies, procedures and practices related to all aspects of Safeguarding and Child Protection
- Demonstrates the ability to uphold public trust and confidence and always maintain appropriate positive professional boundaries in relationships with both children and adults.

Professional Qualifications

Essential

- Qualified teacher status
- Evidence of relevant further professional in-service training and continuing professional Development.

Desirable

- National Professional Qualification for Headship or NPQ qualifications.

Experience

Essential

- Significant senior leadership experience in primary education.

Desirable

- Leadership experience at both KS1 & KS2.

Person Specification continued



Tadley Primary School
Learning for Life

Leadership and Management

Essential

- A strong leader who motivates and inspires others and leads by example
- Empowers individuals and further strengthens the team, valuing distributive leadership
- Experience of planning and leading staff development initiatives
- Adaptable to changing circumstances, and able to manage, lead and communicate change sensitively and effectively
- Proven experience of driving school improvement that results in improved outcomes for children and their families.

Desirable

- Proven experience of effective change management

Teaching and Learning

Essential

- Experience of effective curriculum design, development and implementation, with evidence of good impact on all pupils, particularly those who are most vulnerable
- Experience of monitoring, evaluating and improving the quality of teaching and learning
- Willing to engage effectively with research, other schools and agencies to impact positively on improved outcomes for children and their families.

Person Specification continued



Tadley Primary School
Learning for Life

Working with Others

Essential

- Experience of working in partnership with other schools, agencies or the Local Authority, to lead and impact change
- Creates a culture where staff are motivated, encouraged to take initiatives and make decisions, develop their own skills as leaders, and deepen their subject knowledge.

Desirable

- Experience of leading a team to deliver measurable improvements.

Systems and Processes

Essential

- Able to make informed financial decisions
- Proven experience of valuing good practice and managing people effectively, addressing underperformance when appropriate.

Desirable

- Experience of managing and monitoring strategic financial planning
- Experience of leading staff performance management.

Safeguarding

Essential

- Experience of supporting a strong safeguarding culture within a school, with up-to-date knowledge of safeguarding requirements and current legislation.

Desirable

- Previous experience as a Designated Safeguarding Lead (DSL) or Deputy DSL.

Education in Hampshire



Tadley Primary School
Learning for Life

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 www.hants.gov.uk. Hampshire has a lot to offer. We hope you will join us.

Application Process



Tadley Primary School
Learning for Life

Visits

Please come and visit us to find out why our school is so special. You can arrange a visit by contacting the admin team within the school office. adminoffice@tadley.hants.sch.uk or call 0118 9813805.

[Contact Details | Tadley Community Primary School](#)

To Apply

Candidates should complete the application form and return it via email so that it is received no later than noon on 24th March 2025.

E-mail address: 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 27th March 2025 and the selection process will take place on the 22nd & 23rd April 2025. 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.

Equality Monitoring

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

Application Process continued



Tadley Primary School
learning for life

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

Safer Recruitment

Tadley Primary School 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. All successful candidates will be subject to Disclosure & 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 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 [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.