

SCANTABOUT
PRIMARY SCHOOL

Headteacher Recruitment Pack
November 2026

Belong Succeed Aspire Respect

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Governing Body Message

Dear Applicant,

Thank you for your interest in the Headteacher role at Scantabout Primary School.
On behalf of the Governing Body, it is a pleasure to welcome you to the recruitment process. We are delighted that you are considering the opportunity to lead our school and become part of the vibrant, welcoming and inclusive community in Chandlers Ford.

Scantabout Primary School is a place where children are encouraged to flourish, explore their interests and develop a lifelong enthusiasm for learning. We take great pride in creating an environment in which every child feels valued, supported and inspired to achieve their best. Our core values of **Succeed, Respect, Belong and Aspire** shape our school culture and influence every aspect of daily life, helping our pupils grow into confident, considerate and ambitious individuals.

Our school's strength lies in the relationships we build between children, staff, families and the wider community. The commitment of our staff, the enthusiasm of our pupils and the positive partnerships we share with parents and carers all play an important role in making Scantabout a place where everyone can thrive.

We are committed to providing every child with the opportunity to reach their full potential, recognising and celebrating the individual strengths, needs and aspirations they bring to our school. We are therefore seeking a Headteacher who shares this commitment and has the vision, experience and determination to guide Scantabout confidently into its next chapter. Working alongside our established senior leadership team, including our Deputy Headteacher and Assistant Headteacher, you will have the opportunity to build on our existing strengths while continuing to develop the quality of education and experiences we provide.

We are looking for a leader who will set ambitious expectations, encourage professional growth and create an environment where staff feel empowered, valued and motivated. You will bring a clear sense of direction, a collaborative approach and a strong commitment to ensuring that the welfare, development and achievement of both pupils and staff remain central to our priorities.

Just as importantly, we want our next Headteacher to be a positive and visible presence throughout the school: someone who listens, communicates openly and builds trusting relationships with colleagues, children, parents and carers. We value leadership that combines high expectations with compassion, embraces new ideas and recognises the importance of creating a strong sense of belonging for everyone within our community.

If you are passionate about making a meaningful difference to children's lives and believe you can help shape an ambitious and successful future for Scantabout Primary School, we would be delighted to receive your application.

We strongly encourage prospective applicants to visit the school before applying. Meeting our staff and pupils, seeing our learning environment firsthand and experiencing the atmosphere of our community will offer a valuable insight into what makes Scantabout such a special place.
Thank you once again for considering this opportunity. We wish you every success with your application and look forward to the possibility of welcoming you to Scantabout Primary School.

The Governing Body
Scantabout Primary School

About Scantabout



Situated in Chandlers Ford, Scantabout Primary School is a welcoming and inclusive one-form entry school where children are supported to develop their curiosity, build confidence and achieve their full potential in a nurturing environment.

We place great importance on working closely with parents, carers and the wider local community to enrich our pupils' experiences. Our facilities provide a range of opportunities for learning both inside and outside the classroom, including spacious teaching areas, a well-resourced Learning Resource Centre (LRC), outdoor learning spaces, extensive playing fields, a woodland trail and purpose-designed Early Years provision. We provide facilities for a before and after school club





"Pupils enjoy attending this friendly and nurturing school" Ofsted Dec 2024

At Scantabout, we are very proud of our school and of the children that come to our school. We aim to ensure that our children are cared for, nurtured and respected and that we provide a school that allows each and every child to flourish. We are committed to providing a stimulating and motivating learning environment, one that equips and prepares our pupils for the 21st Century. We believe that everyone in school should enjoy their learning and feel proud of their achievements. To fulfil this, we will provide a curriculum which gives equal value to developing children's academic, social, physical and emotional understanding. Our aim is to prepare every child so that they can make a positive contribution to the society in which they live and that they can function in the fast changing world in which they find themselves. Through fostering a lifelong love of learning, we hope to help our pupils to live a full and happy adult life.



"They show great kindness to each other, treating others like they would like to be treated." Ofsted Dec 2024

Our School Vision

At Scantabout Primary School, we aim to create a learning community where our core values are part of everyday life, drive improvement and are a force for change.

Our Values & Aims

Aspire

Every child is motivated, inspired and challenged.

Belong

Every child feels safe, happy and secure.

Succeed

Every child experiences success and learns how to learn.

Respect

Every child is respected & valued. They learn to respect others, community & the environment.

Our Children

We asked our Children what they would like to see in their new Headteacher.



“‘Pupils enjoy attending this friendly and nurturing school. This shows through their smiles and their keenness to learn. Most pupils never miss a day of learning through absence. Pupils demonstrate the school’s values well, through their respect and hard work. They love celebrating the success of others during the popular trophy assemblies’” Ofsted Dec 2024

Our Parents

We asked our Parents what they would like to see in their new Headteacher.



"School leaders have established a robust school improvement process. The school benefits from a reflective, self-improving leadership culture. Scantabout continues to achieve high outcomes, above national and Hampshire figures." – Local Authority review report – March 2026

Our Staff

Scantabout Primary School is supported by an established senior leadership team comprising the Headteacher, Deputy Headteacher and Assistant Headteacher, with both the Deputy and Assistant Headteacher also undertaking teaching responsibilities. Our teaching team is highly committed to providing the best possible education for every pupil. Drawing on their varied experience, skills and professional knowledge, colleagues work in partnership to deliver engaging learning opportunities, promote positive outcomes and ensure that every child feels supported, valued and encouraged to reach their full potential.

What our Staff would like from our New Headteacher:

- Strong understanding of effective teaching and learning
- Build strong relationships with staff
- Knowing all of our children being a small school
- Teachers PPA time to be protected
- Talk to people and listen to your staff
- Staff's wellbeing is extremely important
- Approachable, transparent and committed to effective communication
- Data Capture including all curriculum aspects
- Flexibility with working arrangements alongside a culture of trust

"Staff have thought carefully about the knowledge that pupils should learn and remember. This knowledge builds up well from Reception to Year 6. 'Golden threads' of key concepts help teachers check, at the end of units, that pupils have remembered the most important knowledge. Teachers use this information well to reshape learning when needed" – Ofsted 2024

Person Specification

Your application statement should refer to the relevant experiences, achievements, and skills identified as **A (Application)** below and the key focuses are as described on the next page.
Short listing evidence is sought in: **Application(A), Reference(R) and/or Interview(I).**

Core Professional Experience	Short listing evidence is sought in: Application(A), Reference(R) and/or Interview(I).		
	A	R	I
Qualified Teacher Status (QTS) and proven equivalent leadership experience	✓		
Has a proven track record of success, and managing change as a senior leader (Acting or Substantive Head/ Deputy Head/ Head of School	✓		
Has proven ability to use performance data and other sources of evidence to evaluate impact, challenge underperformance, inform strategic decision-making, and lead sustainable school improvement	✓	✓	✓
Clear vision for school improvement and educational excellence	✓	✓	✓
Has knowledge and understanding of strategic financial planning, budgetary management and principles of best value		✓	✓
Strict adherence to enhanced Disclosure and Barring Service (DBS) and pre-employment safeguarding checks	✓	✓	✓

Desirable Attributes	Short listing evidence is sought in: Application(A), Reference(R) and/or Interview(I).		
	A	R	I
Communicate with clarity and impact, adapting their approach to engage effectively with a wide range of audiences, including pupils, staff, parents, governors, and the wider community		✓	✓
Build and sustain positive relationships across the school community, fostering a culture of trust, collaboration, and mutual respect		✓	✓
Analyse complex situations effectively, exercising sound judgement and making timely, principled decisions that support the best outcomes for pupils and the school		✓	✓
Provide inspirational and strategic leadership, motivating, supporting, and developing staff while working collaboratively with the existing senior leadership team		✓	✓
Demonstrate a strong understanding of high-quality teaching and learning, with a proven ability to improve practice and facilitate professional development across the staff team	✓	✓	✓
Lead continuous school improvement, using accurate self-evaluation to identify priorities, drive progress, and build upon the school's existing strengths and culture.	✓	✓	✓
Maintain and enhance high standards, providing stability and consistency while introducing innovative ideas that support the school's future development	✓	✓	✓
Show a genuine commitment to the school and its values, maintaining a visible and approachable presence within the school community. Experience of working within a small school environment would be advantageous	✓	✓	✓
Champion pupil wellbeing and achievement, building positive relationships with children and ensuring their voices, needs, and aspirations remain central to decision-making		✓	✓
Exhibit exceptional interpersonal and emotional intelligence skills, engaging effectively with pupils, staff, parents/carers, governors, and community stakeholders, and valuing diverse perspectives to inform robust decision-making		✓	✓
Demonstrate a forward-thinking approach, embracing innovation, creativity, and sustainable practices to secure the long-term success of the school		✓	✓
Promote a culture of safeguarding, inclusion, and equality, ensuring that every child feels safe, valued, and supported to achieve their full potential, particularly with our SEND, LAC/PLAC, and disadvantaged pupils		✓	✓

Personal Attributes	Short listing evidence is sought in: Application(A), Reference(R) and/or Interview(I).		
	A	R	I
Visible, approachable, and highly respected within the school community		✓	✓
Values-driven, with a strong commitment to the ethos and vision of the school		✓	✓
Resilient, adaptable, and solution-focused		✓	✓
Compassionate and emotionally intelligent		✓	✓
Collaborative and empowering in leadership style		✓	✓
Committed to excellence, innovation, and continuous improvement		✓	✓
Passionate about ensuring the best possible outcomes for every child		✓	✓



Scantabout Governors, Staff, Parents and pupils are looking for a Headteacher who will be an approachable, visible and inspirational leader who values people, nurtures strong relationships, upholds the highest standards, and leads with integrity, ambition and compassion to secure the best outcomes for every child

Job Description

Job Title: Headteacher
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 2026 Hampshire agreed pay scale. Scantabout Primary is a Group 2 school. Governors have set the Individual Salary Range at **L15 £73,105 – L21 £83,860**
Job Description 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 Scantabout Primary School.
The Headteachers' Standards form the basis of our Headteacher job description. They can be found at Headteachers' standards 2020 - GOV.UK.



Looking forward we would like our new Headteacher to...

1. School Culture
Create and sustain a positive, inclusive and ambitious school culture, working with governors and the wider school community to promote high standards, strong relationships and staff professionalism.

2. Teaching
Ensure consistently high-quality, evidence-informed teaching, supported by strong subject expertise, effective pedagogy and the use of formative assessment.

3. Curriculum and Assessment
Deliver a broad, coherent curriculum, develop effective curriculum leadership, promote strong reading provision, and ensure assessment is valid, reliable and proportionate.

4. Behaviour
Establish high expectations for behaviour through clear routines, positive relationships and consistent approaches, fostering a respectful and orderly environment.

5. SEND
Maintain high aspirations for pupils with SEND, ensuring inclusive practice, effective support, strong multi-agency working and compliance with statutory duties.

6. Professional Development
Prioritise high-quality professional development that supports school improvement, individual growth, leadership development and succession planning.

7. Organisational Management
Ensure effective safeguarding, financial stewardship, workforce management, operational efficiency and robust risk management.

8. Continuous School Improvement
Use evidence and evaluation to identify priorities, implement improvement strategies and secure sustainable school improvement.

9. Working in Partnership
Build strong partnerships with parents, communities, schools and external agencies to improve outcomes for children and young people.

10. Governance and Accountability
Work effectively with governors, maintain accountability, ensure staff understand their responsibilities, and secure compliance with statutory and regulatory requirements.

Key tasks for the Headteacher's 1st year in post

Focus 1

Continuing to develop use of assessment to build on prior learning including for disadvantaged and pupils with potential for higher attainment

- By the end of the year, all statutory assessments will show a positive outcome and progress for all pupil groups when compared with similar school nationally
- Internal data and statutory data will show the gap between disadvantaged pupils and their peers is closing or closed

Focus 2

Mathematics - to raise attainment and progress in mathematics by improving pupils ability to reason and problem solve

- Teachers are better able to use probing questioning to support assessment, spot misconceptions and deepen understanding
- Pupils are able to routinely verbalise their reasoning
- Learning journeys and lessons will show that reasoning and problem-solving tasks are varied and deepened

Focus 3

English - deepen pupil's ability to consistently apply the transcription and sentence structure away from point of instruction

- Learning journeys and books will sufficient opportunities are provided to ensure that learning is made permanently and sufficiently deeepend
- Improvements in transcription and sentence structure are evident in independent work overtime and this builds on prior achievement

Our Offer to You

We are looking forward to welcoming a new Headteacher to Scantabout Primary School and are excited about the opportunities this partnership will bring. We believe our school offers an excellent foundation for a new leader to build upon, including:

- A committed and talented staff team who work collaboratively, share expertise and are dedicated to achieving the highest possible standards.
- The chance to work alongside an established senior leadership team, comprising a Deputy Headteacher and an Assistant Headteacher.
- Enthusiastic, considerate and motivated pupils who enjoy their learning and reflect the school's values through their everyday actions.
- An engaged and forward-looking Governing Body that provides support, encouragement and a strong commitment to the wellbeing and development of school leadership.
- Positive partnerships with parents, carers and the wider community, built on trust, open communication and shared aspirations.
- Opportunities for ongoing professional learning, with access to appropriate guidance, mentoring and leadership development.
- A clear strategic direction, informed by effective self-evaluation, school improvement priorities and the findings of our most recent Ofsted inspection.
- A strong commitment to safeguarding, ensuring every child feels safe and valued, alongside an inclusive ethos and a continued drive to strengthen the quality of teaching and learning.

We are seeking a Headteacher who will build on these strengths, bring fresh ideas and work with us to shape an ambitious and successful future for our whole school community.

Application Process

Application Procedure

Visits to the school are warmly welcomed. We are offering visits on 30th Nov, 1st, 4th, 7th, 10th and 11th Dec 2026. To book a place please email chairofgovs@scantabout-pri.hants.sch.uk

Applications need to be returned electronically to htrecruitment@hants.gov.uk no later than midday on 7th January 2027. When submitting your application, please use the following format as the email subject heading: School Name – Position – Your Name.

Applications acknowledge within 2 working days of receipt. If you do not receive an acknowledgement within this time, please contact htrecruitment@hants.gov.uk

Selection Procedure:

The shortlist will be drawn up on 11th January 2027 and the interview process will take place on 25th and 26th January 2027. Applicants will be advised after the shortlisting date whether they have been successful and are invited to interview. Start date for the successful candidate is 12th April 2027.

Equality Monitoring:

All applications require a completed Equalities Monitoring form.

Safer Recruitment:

Scantabout 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 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 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.

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 teach opportunities. Whether you're drawn to the challenges or urban and city schools or the close-knit community of rural primary schools, you'll find a vibrant setting for your next career move.

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 click here for more information: Inclusion and Diversity Plan.

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 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 units in mainstream schools offer tailored education and support for children with various needs, including learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.

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 Local Authority and schools. Hampshire Authority maintains an established network of advisors providing responsive and flexible support.

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. Discover more about what Hampshire hast to offer by visiting our website at Edcation and Learning Hampshire County Council.

Hampshire County Council