



ECCHINSWELL & SYDMONTON C OF E PRIMARY

HEADTEACHER INFORMATION PACK





Welcome to Ecchinswell



Thank you for your interest in Ecchinswell and Sydmonton Church of England Primary School. We are delighted to share more about our vibrant school and the warm, supportive community that surrounds it.

As you explore this brochure, we hope you will feel the passion and commitment that make our school a truly special place. We invite you to discover what makes our community unique and look forward to welcoming you into our story.

CONTENTS

- 2. From Our Chair**
- 3. From Our Vicar**
- 4. From Our Diocese**
- 5. About Our School**
- 9. Our Local Area**
- 11. From Our Stakeholders**
- 12. Job Description**
- 13. Person Specification**
- 15. Next Steps**





From Our Chair

Dear Applicant,

On behalf of the governing board, I would like to thank you for your interest in the role of headteacher at Ecchinswell and Sydmonton Primary School.

It is a special place for everyone, whether they attend, parent, work at, support or visit the school, radiating a sense of community and family underpinned by our strong Christian ethos.

Within this community, we have built an oasis of education to inspire our children to learn and grow in a secure environment. Our rural location is an asset to the culture of the school, and we want to ensure that we continue to provide this important service by increasing our intake, attracting children from the surrounding communities and securing the school's legacy.

We are looking to attract a headteacher with a strong track record of leadership, a devotion to continuous educational improvement, and an innovative and enthusiastic attitude towards our community. We welcome passion and ideas, thoughtful leadership and a caring approach to education.

We hope you will take the opportunity to visit our school to see our children, teachers and support staff in action and be inspired by the welcoming family feel of the school.

The following pack provides more information about the school, the children, the parents, staff and community, and what the school is looking for in our new headteacher.

We look forward to welcoming you to Ecchinswell.

Kathy Gordon,
Chair of Governors





From Our Vicar



At St. Lawrence Church, we are deeply committed to supporting our local community, and the relationship between the church and Ecchinswell School is a cherished part of our shared life as we explore together Christian teaching. The school's nurturing ethos, its commitment to holistic education, and its dedication to the well-being of every child are values we wholeheartedly support.

As rector, I see firsthand how the school plays a vital role in shaping young minds and fostering a sense of purpose, belonging, and care that extends well beyond the classroom. The headteacher's leadership is at the heart of this mission, inspiring both staff and pupils to flourish in their learning and their personal development.

We seek a leader who will continue to build on this legacy of excellence, while embracing the opportunity to work collaboratively with the church and the wider community. Together, we can nurture an environment where every child feels valued and equipped to make a positive difference in the world.

If you are passionate about education, community, and the transformative power of nurturing young lives, I warmly encourage you to consider this role.

With every blessing,

Rev'd Anthony Smith
Church of St. Lawrence, Ecchinswell



The Dioceses of Portsmouth & Winchester

Diocesan Board of Education

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

The Bishops of Portsmouth and Winchester encourage Church school Headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

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

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

Sue Bowen

Church Schools Advisor

If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.





About Our School

"Start children off on the way they should go, and even when they are old they will not turn from it."
- PROVERBS 22:6

OUR CHRISTIAN VALUES



RESPECT



RESPONSIBILITY



COURAGE



INSPIRATION



STICKABILITY



TEAMWORK



AIM HIGH



REFLECT

OUR LEARNING VALUES (STAR)

Ecchinswell and Sydmonton Church of England Primary School is a small, friendly primary school located in the village of Ecchinswell, Hampshire. We take great pride in our strong family ethos and celebrate the fact that we know all our children and families well.

Our school building, a Grade II listed structure, stands as a testament to our long-standing presence in the community. We offer a caring and nurturing environment where every child is encouraged to flourish and reach their full potential.

In our most recent Ofsted inspection in May 2023, we were rated 'Good'.

This reflects our commitment to providing both high-quality education and a supportive learning environment. Our aim is to provide rich and memorable learning opportunities that inspire children to be curious and grow into successful, enthusiastic, lifelong learners.

As a Church of England school, Christian values are at the heart of our ethos. We maintain strong links with our local church, and our collective worship and curriculum are enriched by regular contributions from clergy.

We are dedicated to nurturing each child's unique talents and abilities, ensuring they thrive academically, socially, and spiritually.





Class Information

Ecchinswell & Sydmonton School is a one form entry primary school with a Pupil Admission Number of 15, making a total capacity of 105 children. Currently the school has just under 50 children on role. The school was rated as 'Good' in all areas by Ofsted in July 2023.



Ofsted says...

"Pupils report that they are encouraged to demonstrate the school values in all they do. This helps to create a calm and positive environment, where everyone can learn. As a result, pupils are enthusiastic and engaged in their learning."

"As a result of carefully considered planning, pupils learn well in the mixed-age classes."

"This is a highly inclusive school. Staff place great emphasis on knowing every child well. [Pupils] feel valued by their teachers and that they know everyone in the school."

[Click here to read the full report](#)



**Ofsted**

**Good
Provider**





OUR STAFFING STRUCTURE

At Ecchinswell & Sydmonton School, we employ 14 members of staff who undertake the following roles:

1	Headteacher and Designated Safeguarding Lead
1	Assistant Head / Class Teacher and Deputy Designated Safeguarding Lead
3	Class Teachers (+ Assistant Head)
1	SENDCo and Deputy Designated Safeguarding Lead
2	Teaching Assistant
2	1:1 Learning Support Assistant
3	Lunchtime Supervisor
1	Cleaner
1	Finance Officer
1	Admin Officer
1	Caretaker





OUR MOST RECENT STATUTORY INSPECTION OF ANGLICAN AND METHODIST SCHOOLS (SIAMS) REPORT SAYS...

Parents speak very highly of the school's care and describe the importance of its Christian ethos within a welcoming, inclusive atmosphere. Core Christian values of respect, responsibility, inspiration and courage are explicitly taught and often referred to during the school day, impacting positively on pupils' academic, spiritual and moral development.

Leaders ensure that new staff understand the school's Christian character and what this means for them as adults working in the school. The school works in partnership with the diocese for professional advice and training.

The headteacher engages with other church school headteachers and this provides a vehicle for sharing ideas regarding Church school development.

Collective Worship is central to the life of the school and pupils are able to talk confidently about its themes, which are often linked to Christian values. Pupils are attentive in worship, participating with enthusiasm, especially when singing, sharing their prayers or managing the technology. Local clergy play an active role, but a range of worship leaders allows the children to have a variety of worship style experiences.



Our Local Area

WHY CHOOSE ECCHINSWELL, SYDMONTON, AND BISHOPS GREEN?

Nestled in the heart of the picturesque Hampshire countryside, Ecchinswell, Sydmonton, and Bishops Green offer a unique blend of rural charm, close-knit community spirit, and accessibility to modern amenities. This beautiful area is the perfect setting for someone seeking a balance between a fulfilling professional life and a tranquil personal lifestyle.

STUNNING SURROUNDINGS

Ecchinswell is located in the Borough of Basingstoke and Deane, in the Diocese of Winchester. Situated in the North Wessex Downs Area of Outstanding Natural Beauty (AONB), the village is ideal for peaceful walks along country trails, exploring local nature reserves, or simply appreciating stunning views. Ecchinswell and its neighbouring villages provide endless opportunities to connect with the natural world.

ACCESSIBILITY

While the area enjoys a peaceful, rural setting, it is far from remote. Ecchinswell is conveniently located just a short drive from larger towns like Newbury, Basingstoke and Winchester, offering excellent shopping, dining, and cultural experiences. London is easily accessible via fast train services from Newbury and Basingstoke, with the former providing a direct connection to the Elizabeth Line.

A VIBRANT COMMUNITY

Ecchinswell and its surrounding villages boast a warm and welcoming community, where neighbors look out for one another and village life thrives. Regular events such as village fairs, local markets, and seasonal celebrations bring residents together, creating a genuine sense of belonging. For a headteacher looking to integrate into a supportive environment, these villages offer a strong sense of community.

FAMILY-FRIENDLY LIVING

The villages are ideal for families, with a safe and secure environment, plenty of green spaces, and a community that values and supports education. Many families choose to settle here for the strong sense of connection and excellent quality of life.





AN OPPORTUNITY TO MAKE A DIFFERENCE



Ecchinswell, Sydmonton, and Bishops Green are proud to have a thriving Church of England primary school at their heart. Leading the school as headteacher offers an extraordinary opportunity to shape the future of a school cherished by its community. This is a place where you can make a tangible impact while enjoying the support of engaged parents, passionate staff, and committed governors.



RICH HERITAGE

This part of Hampshire is steeped in history. Sydmonton, for example, is home to the Sydmonton Court Estate, which adds a layer of cultural intrigue to the area. Local landmarks and the Grade II-listed Ecchinswell school building reflect the deep-rooted heritage of the community. The area is also just a short distance from Highclere Castle, the iconic setting of Downton Abbey, and Watership Down, immortalized in Richard Adams' beloved novel, offering rich cultural and literary connections to explore.



A LIFE WORTH LIVING

Choosing to live and work in this part of Hampshire means embracing a slower pace of life without sacrificing ambition or impact. It's a chance to grow professionally while nurturing your well-being and forging meaningful connections in a vibrant rural community.



With its idyllic setting, vibrant community, and nurturing school, Ecchinswell and its surrounding villages provide the perfect backdrop for a headteacher looking to inspire and lead while enjoying a fulfilling lifestyle.





From Our Stakeholders

WHAT OUR STAFF ARE LOOKING FOR

Staff at Ecchinswell School believe the new headteacher should be compassionate and understanding, particularly towards children, families, and staff. They are looking for a leader who inspires and motivates while fostering mental health and well-being across the school. Strong communication and the ability to build meaningful relationships with parents, local organisations, and the wider community are seen as vital, along with a commitment to maintaining the school's family-like, nurturing atmosphere.



OUR PUPILS SAY

"We'd like our headteacher to be kind, respectful, and fun—someone who might even join in our games!"

"They should inspire us, care for us, and match our energy with a positive mindset."

"We want them to understand when children have their frustrated moments and look deeper into the situation."

"We want them to listen to our ideas about improving the school, like having more creative clubs or activities outside the classroom."

"We'd love it if they were really organised and looked after and cared for our teachers, as well as us."



OUR PARENTS SAY

"The school gives my child a progressive and happy place to learn."

"I definitely chose the right one, this is a lovely little school!"

"All the staff are brilliant!"

Ecchinswell is a small school with a wonderful community feeling. The staff to student ratio means children ... really thrive in this school.





Summary 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 Hampshire agreed pay scale. Ecchinswell CE Primary is a Group 1 school. Governors have set the indicative Individual Salary Range at L10 – L16 (£60,644 - £72,162).

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 Ecchinswell and Sydmonton CE Primary 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. The Governing Body expects the Head Teacher to comply with the financial standards expected of all public services: honesty, impartiality, openness, accountability, accuracy, fairness, integrity, transparency, objectivity and reliability. Financial management should be carried out in the spirit of, as well as to the letter of, the law, in the public interest, to high ethical standards and achieving value for money.

National Standards Headteachers (2020) The Headteachers' Standards form the basis of our Headteacher job description. They can be found at [Headteachers' Standards 2020 on GOV.UK](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/431212/Headteachers_Standards_2020.pdf)



Person Specification

Core professional experiences, qualifications	Shortlisting evidence sought in application (A), reference (R) or interview (I)?
Is a qualified teacher with Qualified Teacher Status – Essential	A
Evidence of relevant professional study and/or qualification – Essential	A
NPQH, MA or similar – Desirable	A
NASENCO/NPQ SENCO – Desirable	A
Has a proven track record of success as a senior leader (Deputy Head / Head of School / Acting Head / Head) – Essential	A, R, I
Has knowledge and understanding of strategic financial planning, budgetary management and principles of best value – Essential	A, R, I
6. Has experience of using a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging performance – Essential	R, I
Must commit to upholding and enhancing the Christian distinctiveness of the school and be willing to lead collective worship – Essential .	A, I

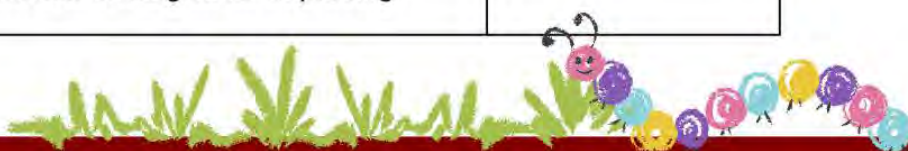
National Standards for Headteachers (2020)	Shortlisting evidence sought in application (A), reference (R) or interview (I)
The Governing Board will hold the Head Teacher to account in each and every area of the Head Teacher standards. In particular, the Governing Board is looking for a candidate that has secure experience in the standards below.	
Please tell us how, in your current and previous leadership roles, you:	
Establish and sustain the school's ethos and strategic direction, and create an open, honest and transparent culture in partnership with governance and consultation with the community	(A), (R), (I).
Establish and sustain high-quality, expert teaching across all subjects and phases, built on evidence-informed teaching practices	(A), (R), (I).
Ensure a broad, structured, and coherent curriculum entitlement which sets out the knowledge, skills, and values that will be taught	(A), (R), (I).
Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules, and routines clearly understood by all staff and pupils	(A), (R), (I).
Ensure the school holds ambitious expectations and raises the standards of all pupil outcomes, including those with additional and special educational needs and disabilities (SEND)	(A), (R), (I).
Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities, and establish	(R), (I).



Person Specification (cont.)

and sustain culture and practices that enable pupils to access the curriculum and learn effectively.	
Ensure staff have access to high-quality, sustained professional development opportunities aligned to school priorities and staff needs	(R), (I).
Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care.	(R), (I).
Prioritise and allocate financial resources appropriately, ensuring efficiency, effectiveness and probity in the use of public funds	(R), (I).
Develop evidence-informed strategies for improvement, suited to the school's context, that are realistic, timely, and appropriately sequenced	(A), (R), (I).
Forge constructive relationships beyond the school, working with parents, carers, and the community	(A), (R), (I).
Understand and welcome the role of effective governance, upholding obligations to give account and accept responsibility	(R), (I).

Hampshire Leadership Qualities and Behaviours	Shortlisting evidence sought in application (A), reference (R) or interview (I)?
The Governing Board is looking for a candidate that displays the qualities and behaviours below.	
Anticipates future possibilities; thinking is not constrained by the current agenda.	(R), (I).
Identifies the best way ahead and demonstrates sound judgement based on a clear set of principles and values derived from personal conviction.	(R), (I).
Becomes a figurehead in the community and builds community relationships based on a mutual and collective responsibility with diverse partners, to create a high-quality learning environment for all.	(R), (I).
Influences and motivates others; secures their contributions to the eventual outcome.	(R), (I).
Understands the principles of change and demonstrates the processes of managing change effectively; maintains a successful balance between operational and strategic activities.	(R), (I).
Has high expectations of herself/himself, staff and pupils to realise the full potential of the learning community.	(R), (I).
Gives credible and challenging, as well as supportive and encouraging, feedback; seeks mutual strategies for improving performance.	(R), (I).



KEY ACTIVITIES

The Governing Board is looking to appoint a Headteacher who will:



Actively Build Community Links

Be the public face of the school - a strong figurehead for the school in the local community and beyond.



Drive Excellence & Enrichment

Lead the school's drive to become a beacon of excellence in teaching and learning



Lead & Develop Our Team

Lead a team of 4 teaching staff and 10 non-teaching staff to deliver the highest of standards for the pupils and develop staff professionally



Grow Pupil Numbers

Work alongside the Governors to develop & engage in activities that will continue to increase pupil numbers



Next Steps...

GET IN TOUCH

If you would like to discuss this opportunity with the Chair of Governors, Kathy Gordon or/and with the current Headteacher, Sharon Pole, please contact the school on the number below to arrange a call: If you would like to visit the school please contact the admin office.

PHONE :

(+44) 01635 298288

EMAIL :

adminoffice@ecchinswellsydmonton.hants.sch.uk

WEBSITE :

www.ecchinswellsydmonton.hants.sch.uk

INSTAGRAM

<https://www.instagram.com/ecchinswellsydmontonprimarysch/>

Closing date for applications: Thursday 8th May, 2025, at 12 noon.
Interviews: 19th/20th May, 2025.



