

TRUST

COURAGE

HOPE

RESILIENCE



MEDSTEAD CHURCH OF ENGLAND
PRIMARY SCHOOL, HAMPSHIRE

HEADTEACHER RECRUITMENT PACK



Eco-Schools



Good
Provider



KEY INFORMATION



INFORMATION

Position: Headteacher
Start date: September 2025
Contract: Permanent / Full time
Salary type: Leadership scale
Salary details: L15-L21
£70,293-£80,634

Address: Roe Downs Road, Medstead, Hampshire
Phone: 01420 562824
Email: admin@medstead.hants.sch.uk
Website: www.medstead.hants.sch.uk

Applications

Closing date: 13th March 2025
Interview date: 31st March and 1st April 2025

Visits to school are warmly welcomed. Please email the school office to arrange a suitable time.

FROM THE CHAIR OF GOVERNORS

WELCOME



WELCOME

Welcome to Medstead Church of England (Controlled) Primary School. On behalf of the Governing Body I would like to thank you for your interest in the post of Headteacher. We are extremely proud of our school and the pivotal role it plays at the heart of the village of Medstead, in rural Hampshire.

Over the last few years, the current Headteacher, Senior Leadership Team and Governors have led our school on a journey of sustained and continuous improvement. We are proud of our excellent recent Ofsted and SIAMS inspection which accurately describe our school as warm, friendly and inclusive. Our resourced provision for deaf children sets the tone for a school where everyone is valued. British Sign Language is ever present and all children and staff happily sign songs in worship, school productions and signing can often be seen being used by all children in the playground! Our passion for inclusion has meant that we have invested in staff training to support children with SEN and we are proud of our journey which has led to our becoming a trauma informed school. We are passionate about the well-being of everyone in our community and the work we have done to embed the “zones of regulation” and our relational approach to behaviour has helped everyone thrive in their learning.

Our staff have created a rich, diverse, and inspiring environment and curriculum that enthuses our children to learn and have fun whilst at school. We believe that the hard work of our teaching staff and subject leaders in providing inspirational lessons for children has instilled in them a genuine love of learning. We have prioritised high quality inclusive teaching with effective learning journeys and we aim to be relentless in our ambitions for all our children to reach their potential.

Inspection reports

Ofsted 2023

SIAMS 2024

“

**a strong
culture of
mutual trust
and support**

Ofsted 2023

The abundant outdoor space that surrounds the school provides a fantastic setting for outdoor learning and has enabled the school to gain Forest School status, which benefits children across all year groups. This passion for the outdoors and our commitment to helping children understand their responsibilities as custodians of this planet has led to our drive to become more sustainable. We are very proud of our status as an eco-school and this remains a central tenant of our long term strategy.

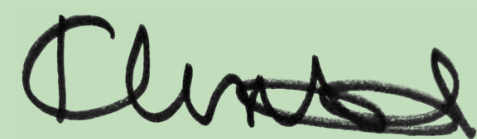
We have an excellent reputation within the local community and take immense pleasure in supporting village endeavours throughout the year. We also value a strong and supportive relationship with St Andrew's Church and seek to appoint a Headteacher who will uphold the distinctive Christian ethos of the school.

We are looking for an inspirational, compassionate and results driven leader to consolidate and build on the school's successes whilst nurturing, inspiring, challenging, and motivating the whole school family to realise its full potential. In return, our commitment is to provide our Headteacher with unwavering support from a capable, committed, and enthusiastic staff, Governor Body, and PTA.

We hope that this pack will provide you with helpful information as you consider applying for the Headteacher post. The Governing body would like you to structure your application carefully to explain how you meet the standards set out in the person profile and respond to our key focus areas. The best way for you to see what our school has to offer is to come and visit and to see the children and staff at work. Please contact the school office to arrange a visit.

I look forward to welcoming you to Medstead.

Yours faithfully,



Kate Limbird, Chair on behalf of the Governing Body

Inspection reports

Ofsted 2023

SIAMS 2024

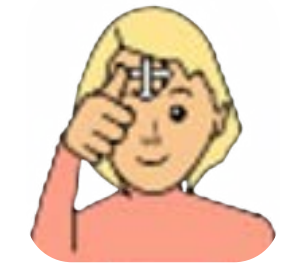
“

Pupils are proud to be part of this warm, friendly and inclusive school

Ofsted 2023



OUR CHRISTIAN VALUES



CHRISTIAN

At Medstead we aim:

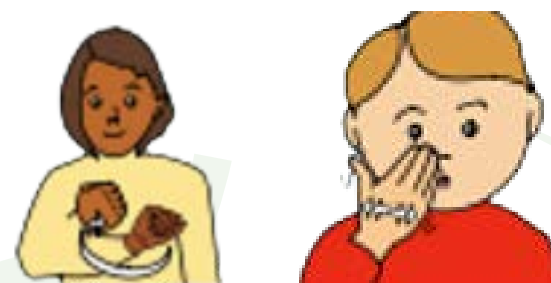
- to put Christ and our children at the heart of all we do.
- to ensure that each member of the school community feels valued and included.
- to treat all pupils with dignity and respect.
- for our children to become courageous advocates in society, using kindness and forgiveness to do the right thing with understanding, tolerance and love.
- to encourage every child to discover and develop their gifts and talents so that they can make a positive contribution to the world around them.
- to support the wellbeing and mental health of every member of our school community.

“ There is an overwhelming feeling of love at Medstead School. Staff, parents and pupils express how special they are made to feel. They have a sense of belonging in this nurturing community.

SIAMS 2024



OUR SCHOOL



OUR SCHOOL

NOR	(Incl. RP 10 & 2 HL)	187	
Staff	HT	1	1.0 FTE
	AHT	1	0.4 FTE
	SENCO	1	0.4 FTE
	Bus Mgr & Admin	3	1.8 FTE
	Teacher of the Deaf	2	1.3 FTE
	FT Teachers	4	7.3 FTE
	PT Teachers	7	
	Unqualified Teacher	1	1.0 FTE
	HLTA	5	12.8*
	LSA	8	
	CSW	11	7.6*
	Sub Groups	PP	12.8%
EAL		4.2%	
SEN, inc EHCP		19.8%	
EHCP		13.9%	
Resourced Provision		5.3%	

Class/Pupil	PAN	30+2	%ARE in RWM
	Reception	29	na
	Yr 1	21	71%
	Yr 2	28	50%
	Yr 3	27	67%
	Yr 4	27	48%
	Yr 5	28	56%
	Yr 6	27	44%
Attendance	Yr 23 -24	93%	
24-25 Budget	Total Expenditure	£1,681,682	
	Total Income	£1,576,027	
	In Yr Surplus/(Deficit)	-£105,654	

* based on a 6 hour school day

“
Staff have high expectations and pupils achieve well
Ofsted 2023

“
Governors are committed, attend training and fulfil their statutory duties effectively
Ofsted 2023

HOW WE APPROACH **INCLUSION**



INCLUSION



The school is proud of our inclusive approach, which focuses on the individual needs of every child in the school. School staff assess and plan for the next steps of every child as an individual to create enjoyable and stretching learning journeys, with clear targets and goals.

Ordinarily Available Practice is used in all learning at Medstead, with strategies linked to key areas of SEN, which are available for all learners. These include strategies linked to dyslexia, autism, attachment/trauma needs, speech, language and communication needs and other SEN areas. These have a positive impact on all learning journeys and support all our children.

The staff at school have recently undertaken training and have implemented approaches such as, Zones of Regulation, Attachment Trauma Awareness and relational interactions. We draw on colleagues in the Hampshire Virtual School, Primary Behaviour Support and Hampshire Inspection Advisory Service, as well as other educational colleagues, to support our children.

“

Leaders are determined that all children, including those with SEND, are well equipped to succeed in life

Ofsted 2023

“

Inclusion is at the heart of this school and this is well embedded into the ethos and culture. The curriculum is inclusive for pupils because learning is adapted to the needs of individuals. Pupils, including those that are deaf, are supported by highly skilled staff and as a result, pupils learn and live well together.

Ofsted 2023

OUR **DEAF UNIT**



DEAF UNIT

We are incredibly proud of our Resourced Provision for Deaf children. Our inclusive and integrated approach is acknowledged across Hampshire and nationally as best practice. We are passionate about celebrating all aspects of being deaf and employ and receive deaf adult role models.

The deaf provision can accommodate 14 children, approximately two per year group. A wide range of communication approaches including British Sign Language (BSL), Sign Supported English (SSE) or an oral/aural approach are used depending on each child's unique needs, which is reflected in their EHCP. We believe it's essential for our deaf children, who are learning sign language, to be given access to this total communication approach.

The provision has a positive impact across the wider school and makes a lasting impression on the lives of all the children. All children at Medstead benefit from the integration of Deaf awareness and sign language support and BSL tutoring is offered to all children in the school, delivered by the Deaf Instructor. The school also has a dedicated hub provision, "The Yew", which as well as supporting the deaf children through dedicated sessions, offers training and development to professionals and members of the community beyond the school.

DEDICATION TO **OUTDOOR LEARNING**



OUTDOORS

At Medstead we are passionate about the benefits of taking our learning outdoors. Our Early Years children benefit from a two hour Forest School session twice a week, with half the class attending each time.

Our inspiring and passionate Outdoor Learning and Sustainability Lead makes use of a variety of different areas within our school grounds which include: our outdoor classroom; fire pit area; rewilding zone; pond; and two woodland areas.

KS1 and KS2 also use our outdoor classroom and wider grounds, on a weekly rota, with carefully planned lessons linked directly to current learning objectives.

“ Pupils enjoy playing and learning in the well- developed outdoor area. Pupils learn about living in harmony with nature and the benefits that the outdoors has on mental health and physical well-being

Ofsted 2023



MORE ABOUT OUTDOOR LEARNING



OUTDOORS

Some children also benefit from woodland therapy sessions, which are planned and developed alongside the SENCO and class teachers and are tailored to the particular needs of each group. These sessions are monitored using a variety of tools and have shown positive success for a number of children, most specifically those with SEMH needs.

Most recently we have developed a Campfire Cookery course which enables children to develop a number of skills from fire lighting to food preparation and has supported a number of children with low self-esteem and increased their willingness to try new foods. Our Outdoor Lead also runs popular woodland well-being sessions for our staff, teaching them new outdoor skills and introducing techniques used with the children so they fully understand the lessons being delivered outside. Children also love our Really Wild Club which takes place after school and provides another enriching learning experience.

The Children at Medstead are incredibly passionate about both nature and the environment. We have a large group of Young Environmentalists who helped us gain an Eco Flag with Merit in 2023. In 2022, we were very excited to be shortlisted as finalists in the Wilder School of the Year Awards, coming in the top three schools of the region and the only state funded school to make it into the finals.



WHAT OUR **PARENTS SAY**

amazing grounds for the children. A lovely ethos throughout the school

it feels like a really kind community; like one big family and it's evident everyone supports and looks out for one another. We love the values Medstead stands for

the children are at the heart of decisions made

a small school with great outdoor learning provision

my child is happy when he goes to school and that he comes home happy

the high level of inclusivity and integration of the deaf children

teachers strive to make learning interesting, challenging and inspirational

GOVERNORS' SURVEY 2024

a great community where we all know each other and support one another

I love how much the children are outside.

it feels like a family

the children learning BSL has always been very important to me

lovely friendly atmosphere

children feel heard, and listened to

I love the outside learning and forest school taking lessons outside of the classroom

staff have gone above and beyond to help my daughter

staff know all the children and greet them by name in the morning and at the end of the day

a friendly environment which encourages pupil's development and growth

THOUGHTS FROM **OUR STAFF**

We asked our staff what the priorities for a new Headteacher should be. They said to;

- continue to train all staff to be inclusive and nurturing along with using specific SEN and trauma aware language
- continue our empathetic approach
- improve children's attainment particularly for those working below ARE
- encourage, motivate and support staff
- be approachable
- have careful consideration of staff work/life balance
- improve and ensure firm consequences for behaviour
- effectively manage the budget to ensure the correct level of staffing to meet the needs of the children
- raise standards in core subjects across all years so that end of key stage results are in line with national and local expectations.
- further develop foundation subjects to ensure a skills based curriculum and clear progression across year groups
- support consistent quality first teaching in all year groups
- consider space utilisation in school or add a portacabin to the site to give children the space and the right things they need to learn e.g. develop a stripped back or more homely feel
- develop staff cohesion and promoting similar working practices and ethos
- secure finances to update the school ICT equipment
- ensure open communication and good support from Key Stage Leads and SLT
- maintain focus on Environmental Awareness and supporting the children in their positive approach to Climate Awareness and their role in the future of the planet

WHAT OUR CHILDREN WANT IN

OUR NEXT HEADTEACHER



neat
determined
creative
polite
relaxed
hopeful
curious
kind brave
funny
courageous
friendly
helpful
chatty
understanding
clever
thoughtful
adventurous
approachable
respect-what
slightly-serious
positive
trusting
try-to
truth
helps-you
not-to
tolerant
able-to
listen-to
silly
calm
honest
near
quiet
loud
say
needs-to
serious
slightly-strict
worry
must-be
telling-the

OUR FRIENDS OF MEDSTEAD

Medstead benefits from the dedication and enthusiasm of its Parent Teacher Association, the Friends of Medstead School (FOMS). Through a variety of fundraising events across the school year, FOMS provides social entertainment and valuable support for children, parents, and teachers alike.

The events calendar is filled with regular favourites including cake sales, school discos and shopping events. Sports Day is accompanied by the much-loved Sausage Sizzle and the festive season is marked by the wonderful Christmas Fayre.

This commitment to fundraising has a lasting impact. In February 2024, FOMS made a generous donation of £10,000 towards the cost of the new adventure play equipment. This substantial contribution has helped to create an exciting and engaging outdoor space that will benefit Medstead's children for years to come.



“the events throughout the year put on at the school (with the fantastic work from FOMS) are so lovely to volunteer and be a part of – and to see the staff having real enjoyment in those events as well – children are really put at the heart of everything the school does.

Parent 2024

KEY FOCUS AREAS

The Governing body would like our new Headteacher to focus on the following key focus areas during their first year in post. During this time, we hope you will also enjoy developing effective and productive relationships with everyone in our community. You will also need to practice or learn a little British Sign Language.

We wish to raise standards robustly in reading, writing and maths combined in all pupil groups.

What strategies have you used with staff and pupils to successfully accelerate outcomes?

We want a leader who will invest in people and ensure that teaching standards are good every day, for every pupil.

What processes will you put in place to ensure that staff are supported and accountable for improved provision for every pupil?

We want a courageous leader, able to think strategically and creatively in the context of a challenging budget to deliver an exceptional learning experience.

What creative and innovative experience do you bring to this role to enable this?

We want our new headteacher to embrace the Christian vision and values we hold and bring further depth to our culture.

How will you work with and inspire stakeholders to develop and enhance a shared understanding of the theological roots of our vision and values?

HEADTEACHER

PERSON PROFILE

Core professional experiences, qualifications	Shortlisting evidence sought in application (A), reference (R) or interview (I)?
<p>General:</p> <ol style="list-style-type: none">1. Is a qualified teacher with Qualified Teacher Status Essential2. Evidence of relevant professional study and/or qualification e.g. NPQH, MA Desirable3. Has a proven track record of success, and of managing change, as a senior leader (Deputy Head / Assistant Head / Head of School / Acting Head / Head) Essential4. Has knowledge and understanding of strategic financial planning, budgetary management and principles of best value Essential5. Has experience of using a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging performance Essential6. Must commit to upholding and enhancing the Christian distinctiveness of the school and be willing to lead collective worship Essential	<p>A</p> <p>A</p> <p>A</p> <p>A, R, I</p> <p>A, R, I</p> <p>A, R, I</p>

HEADTEACHER

PERSON PROFILE CONT.

National Standards for Headteachers (2020)

Please tell us how, in your current and previous leadership roles, you:

Shortlisting evidence sought in application (A), reference (R) or interview (I)?

Establish and sustain the school's ethos and strategic direction in partnership with those responsible for governance and through consultation with the school community.

R, I

Establish and sustain high-quality, expert teaching across all subjects and phases, built on an evidence-informed understanding of effective teaching and how pupils learn.

A, R, I

Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught.

R, I

Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.

R, I

Ensure the school holds ambitious expectations for all pupils with additional and special educational needs and disabilities.

A, R, I

Prioritise the professional development of staff, ensuring effective planning, delivery and evaluation which is consistent with the approaches laid out in the standard for teachers' professional development.

A, 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

Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the school's context.

R, I

Establish and maintain working relationships with fellow professionals and colleagues across other public services to improve educational outcomes for all pupils.

A, R, I

Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility.

R, I

HEADTEACHER

PERSON PROFILE CONT.

Hampshire Leadership Qualities and Behaviours
Please tell us how, in your current practice, you:

**Shortlisting evidence sought
in application (A), reference
(R) or interview (I)?**

Anticipates future possibilities; thinking is not constrained by the current agenda.

R, I

Demonstrates emotional self-awareness and reflects on the impact of their behaviour on those around them.

R, I

Has high expectations of herself/himself, staff and pupils to realise the full potential of the learning community.

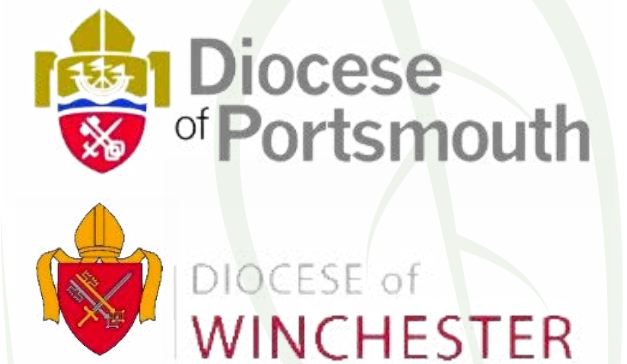
R, I

Builds community relationships based on a mutual and collective responsibility with diverse partners, to create a high-quality learning environment for all.

R, I

FROM

THE DIOCESES OF PORTSMOUTH & WINCHESTER



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.

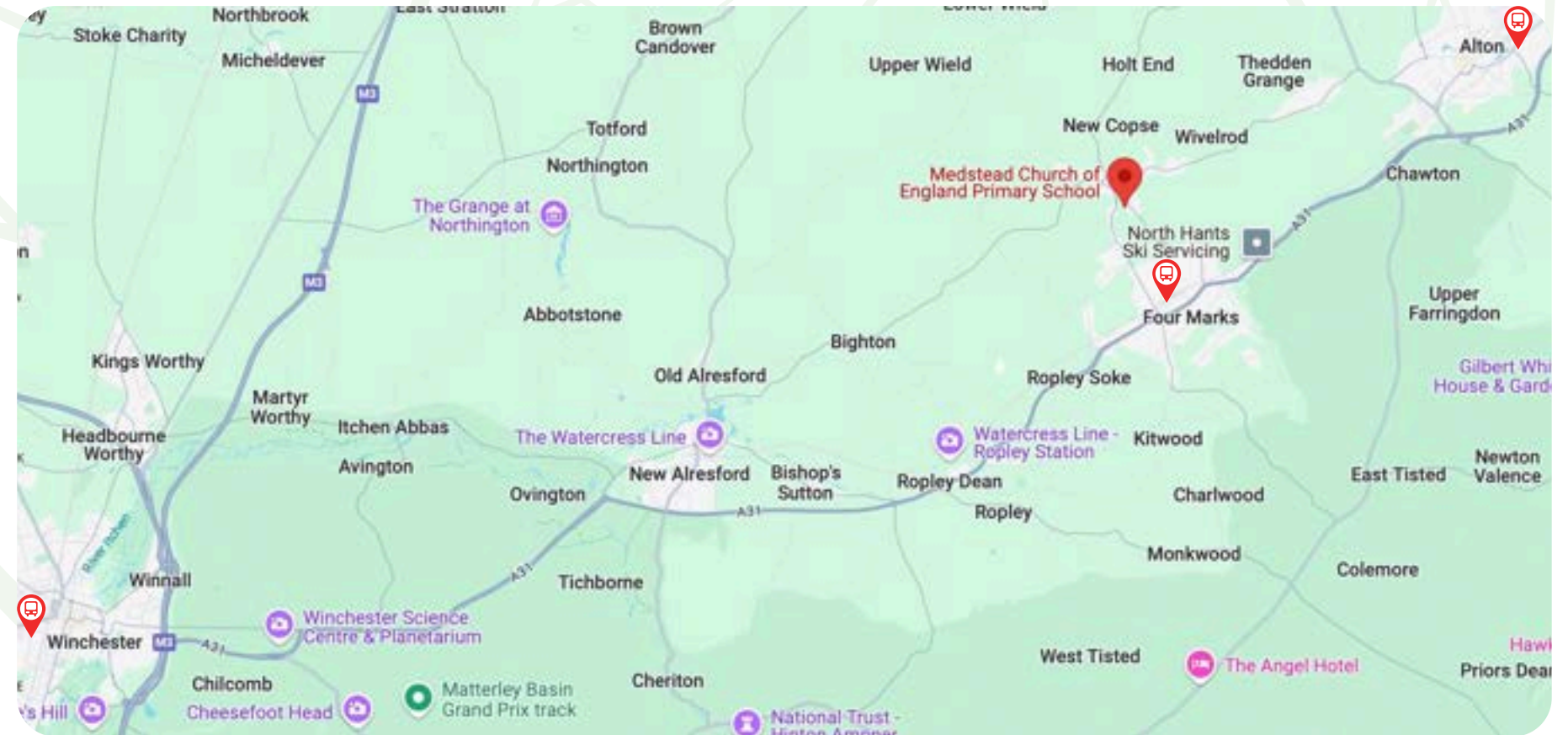
ABOUT MEDSTEAD



MEDSTEAD

Medstead is a welcoming Hampshire village, just outside the South Downs. There is a strong sense of heritage and a vibrant local community. Alton train station is approximately 5 miles away with frequent connections to London Waterloo in 67 minutes.

The neighbouring towns of Alresford, Petersfield, Basingstoke, Southampton, Portsmouth and Winchester are all within easy reach and provide a wide range of leisure and shopping amenities for local residents.



“We are delighted as a parish that you are taking time to consider being the next headteacher at our wonderful school. Our school is a fantastic asset to our community, and the children are a delight. We very much look forward to receiving your application and working with the successful candidate.

Howard , Vicar Parishes of Four Marks and Medstead

APPLICATION PROCEDURE

TO APPLY

Download the attached application form by clicking the on the application form, then complete and save it. Once ready, click 'Apply' button to upload your completed application form.

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 **17th March 2025** and the selection process will take place **31st March 2025 and 1st April 2025**. Further details will be sent to those candidates called for interview.

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

EQUALITY MONITORING

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

SAFER RECRUITMENT

Medstead Church of England 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 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.

TRUST

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**WE LOOK FORWARD TO
HEARING FROM YOU**