

# TITCHFIELD PRIMARY SCHOOL

Headteacher Information Pack



# Welcome

We are delighted that you are considering this exciting opportunity to lead Titchfield Primary School. We hope that, through this information pack, you gain a strong sense of our values, our aspirations and our deep belief in the transformative impact of exceptional school leadership. Above all, we hope it conveys the distinctive character of our school community and the opportunity that lies ahead for the right leader.

Titchfield is a successful and ambitious school, rooted firmly within the community of Titchfield Village, on the edge of Fareham. We are proud to be a school where children are both nurtured and challenged; where relationships are strong, learning is purposeful, and every child is encouraged to thrive.

At Titchfield Primary School we STRIVE for success and our STRIVE values are the foundation of personal growth and character development. They guide how the children interact with others; approach learning and develop essential life skills. These values are reflected by staff and practised by the children throughout the school day and across all aspects of school life.

Our children are curious, joyful and determined learners, supported by a talented and dedicated staff team who are deeply committed to the life and vision of the school. We are a small, intimate school with a large playing field, woodlands, nature & garden areas, hard surfaced playgrounds, hall and library.

The foundations for strong and successful leadership are securely in place. Our current leader is moving into a new role within education and we warmly encourage you to visit us, meet our community and experience the school first-hand. We would be delighted to welcome you to Titchfield Primary School and to explore together whether this is the right opportunity for you to lead our school into its next chapter.

*Guy Hibbert - Chair of Governors*

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*After ten years as Headteacher of Titchfield Primary School, I can say with certainty that this is a wonderful community to lead. Titchfield is a school built on kindness, high expectations, and a genuine commitment to every child. The staff are dedicated and talented, the families are supportive, and the children are enthusiastic, thoughtful, and full of potential.*

*The school has strong foundations, a nurturing ethos, and a team who work brilliantly together. It is a place where inclusive practice, creativity, and professional growth are valued every day. Leading Titchfield has been a privilege, and I know the next Headteacher will be welcomed warmly and supported to succeed. Titchfield is ready for its next chapter, and it is an exciting opportunity for a leader who is passionate about making a difference.*

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**Mrs Michelle Stephens**  
**Head Teacher Titchfield Primary School**

# Our School

**Location:** Southampton Rd, Titchfield, Fareham, Hampshire, PO144AU

**Type:** State funded primary school

**Age range:** 4-11 years

**Ofsted:** Good (May 2023)

Titchfield Primary School is a single form entry primary school that boasts beautiful grounds. We have wooded areas, trails, a large field and playground along with an obstacle trail and monkey bars. Our Foundation stage and Year 1 children enjoy their own dedicated outdoor area where they are able to develop their physical and social skills.

Our original school building dates back to 1935 with our classrooms coming off a central corridor. We were privileged to have a classroom extension built onto the existing building in 2013 giving Year 1 and Year 2 brand new learning areas and outside space. We have a well-stocked library, SEN/ELSA room, spacious staff room and leadership room as well as a hall. We also have a temporary building which houses our music room and a room which is used mainly for our before and after school provision 'Sprouts'.

Please visit our website & social media for more details:



<https://www.titchfieldprimary.co.uk>



<https://www.facebook.com/titchfieldprimaryschool>



# Vision and Values

*At Titchfield Primary School, we shape our school culture using, two key frameworks*

## The Titchfield Way

Focuses on everyday behaviour and helps create the calm, consistent and respectful environment children need in order to feel happy, safe and ready to learn.

- ★ Try your best
- ★ Look after our school
- ★ Be kind

## STRIVE

STRIVE values help children develop the personal qualities and life skills needed for long-term success both in school and beyond.

- ★ Self-Motivation
- ★ Thinking
- ★ Resilience
- ★ Independence
- ★ Valued Collaboration
- ★ Emotional Intelligence

The two work hand in hand. The Titchfield Way creates the conditions for learning, while STRIVE helps children develop the mindset, character and emotional skills to thrive within it.

These values are taught explicitly, modelled consistently by adults and revisited throughout the school day in lessons, playtimes, assemblies and wider school life.

At Titchfield, we believe children flourish best when high expectations are matched with belonging, consistency, encouragement and care.



# What we're looking for

*We are looking for a Headteacher who brings both passion and dedication to the role.  
Inspiring confidence in our children, staff and families, leading our school with a clear vision and a strong sense of purpose.*

## Vision and Values

- A leader to embrace our well established value frameworks and proactively build upon and apply them to everything we do.
- A visible, approachable leader who models kindness, presence, and sets high expectations for self and others.
- Deep commitment to inclusion, ensuring every child's individual personality and needs are intuitively supported.

## Teaching, Learning and Curriculum

- Strong understanding of high-quality inclusive teaching and a well rounded understanding of curriculum design, creating inspiring learning environments where every child can thrive.
- Ability to develop self, staff and drive school improvements
- To effectively monitor and evaluate teaching quality to improve outcomes for all pupils, including vulnerable groups
- Experience of tracking progress and using the SEND code of practice to ensure high-quality provision and positive outcomes for all pupils, including vulnerable groups.

## Safeguarding and Well-being

- Senior leadership experience in primary education, a history of driving school improvement, and a deeply embedded safeguarding culture
- Dedication to well-being, with a proven ability to improve and support the well-being of both staff and children.

## Leadership and Management

- Solid financial awareness, budget management skills, and a clear understanding of how to shape school policy
- Proven leadership that drives successful change, school improvement, and a positive, high-performing culture across KS1 and KS2.
- Ability to work effectively with governors, manage underperformance when necessary, and balance your own workload alongside the staff's work/life balance.

## Community and Partnership

- A confident communicator that excels at prioritising effectively and building robust, trusting relationships with parents, governors, and the wider community.
- Ability to maintain, seek and foster strong links with the local village, church and community as a whole

**If this excites you, see our Person Specification for full details!**

# Why choose us?

## Our Community

- The school is full of children who love to learn and read. Behaviour and attendance are good with strong support from parents and volunteers.
- The school is well established within the local village often hosting and participating with it's annual events as well as being affiliated to the Church of England. This means we have strong links with St Peter's Church which includes celebrations being held in the church through the year and members of the church supporting the school with some areas of our curriculum.
- The 'Friends of Titchfield School' is very active and includes parents and members of the community. They raise money to enhance school life through events such as the strawberry fair, advent fair and discos.

## Our Staff & Governors

- The staff are highly experienced, engaging and extremely dedicated to the school and especially the pupils. Pupils safeguarding, learning and overall wellbeing are front and centre
- Our governing body is engaged and deeply committed to the success and wellbeing of every child. Governors provide strategic leadership and challenge, ensuring that decisions are made with integrity and in line with our school's vision and values. They work collaboratively with staff, parents and the wider community to maintain high standards and drive continuous improvement. Each governor brings valuable expertise from education and finance to safeguarding and community engagement, helping to shape the school's direction and priorities.



# Headteacher Key Tasks

1. Ensure the curriculum is broad, deep and relevant. This is to be embedded through the following:
  - Ensure the curriculum is broad, deep and relevant and leads to sustained and improved outcomes for all pupils.
  - Staff are confident and skilled across all curriculum and pupil personal development areas,
  - Pupils feel safe and belong, whilst displaying strong behavioural standards, allowing them to excel academically and personally.
2. Develop a strong personal understanding of what underpins the school ethos and maintain the positive relationships with all stakeholders.
3. Preparation for National Curriculum review and assessment such that curriculum and classroom provision at Titchfield Primary School continues to improve in order to meet the needs of all pupils.

# Recruitment Timeline

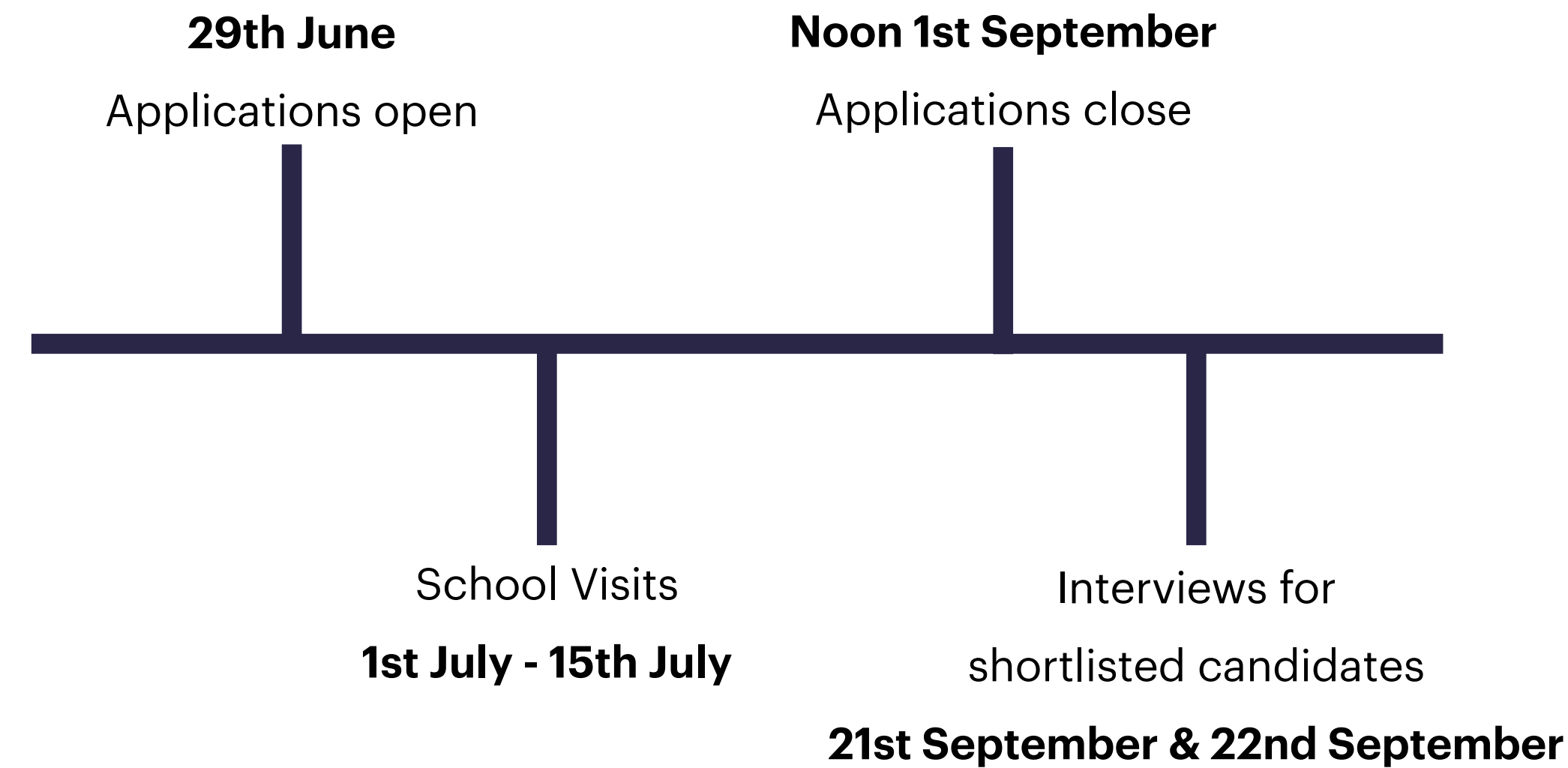
**Applications should be received no later than noon on 1st September 2026.**

Visits to the school are warmly welcomed between 1<sup>st</sup> July to 15<sup>th</sup> July.

You should provide a full statement in support of your application, which should not exceed two sides of A4 paper and focus on the key tasks as outlined in the information pack and the “Personal skills and attributes” section of the person specification.

Please do not restate the factual details already included elsewhere on the application form.

The shortlist will be drawn up on 3<sup>rd</sup> September 2026 and the interview process will take place on the 21<sup>st</sup> and 22<sup>nd</sup> September 2026. Further details will be sent to those candidates called for interview. Applicants will be advised after the shortlisting date whether they have been successful.



To arrange a school visit please contact [\*\*office@titchfieldprimary.co.uk\*\*](mailto:office@titchfieldprimary.co.uk) to schedule  
For any other enquiry please contact [\*\*htrecruitment@hants.gov.uk\*\*](mailto:htrecruitment@hants.gov.uk)