

Church Crookham Junior School

Achievement By All

Kindness, Respect, Imagination, Reflection, and Resilience.

Headteacher Application Pack



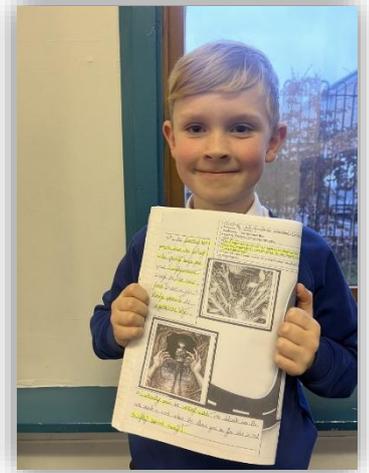
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1. Letter from the Chair of Governors

Dear Prospective Headteacher,

On behalf of the children, staff and the governing body it is my pleasure to welcome your application for the post of Headteacher at Church Crookham Junior School for September 2026. We are seeking to recruit an Inspirational Leader who will continue to lead, nurture and secure progress at our wonderful school.

We are very proud of our children and school, and our school values of **kindness, respect, imagination, resilience** and **reflection** underpin all that we do to ensure our vision of *Achievement by All* is realised. With strong relationships between children and staff, and high-quality teaching and learning we want our children to be inspired to do their best during their time at our school and as lifelong learners. This, alongside robust safeguarding practices, ensures positive experiences for all our pupils.

We have a current Ofsted rating of 'Good'. We have continued to strengthen the work at our school since then, through our rigorous approaches to school improvement. Recognising that equality and diversity underpin our ambition for *Achievement for All*, we have prioritised actions that ensure all pupils, especially those from our most vulnerable groups, achieve well and are actively engaged in the wider life of our school.

It is an exciting time at Church Crookham Junior School and we are looking at ways to expand our provision for children from September 2027. We continue to make sure all children receive a high-quality education through ensuring school improvement priorities are correctly identified and, of course, careful financial planning.

We have a large and varied catchment, wonderful children and excellent facilities. Our wildlife garden, dedicated cookery and music rooms, newly refurbished library and two school halls all help to contribute to providing high quality experiences for our children. We urge you to visit our school and experience the feeling of belonging our children and staff have at our school.

Thank you for your application and we look forward to understanding how your vision will continue to enhance the education of our pupils through these exciting times.

Karen McManus



2. About Church Crookham Junior School

Church Crookham Junior School is located in the heart of Church Crookham, on the south of the town of Fleet.

The Pupil Admission Number for September 2026 is just under 500 children and in line with the local area, it is anticipated that there will be around 465 pupils on roll at this time.

Our school serves a diverse catchment which includes some military quarters. All our children are valued as individuals and we strive to ensure that there is a strong sense of belonging for everyone. We are proud of the organisations we work with at our school, including SSAFA (Army and Wellbeing Support for Military Families), to ensure we get the best outcomes for children. We have also signed up to the Hampshire Inclusion and Diversity Partnership and achieved Silver in the EAL (English as an Additional Language) Ethnic Minority and Achievement Award which further demonstrates our commitment to this.

Whilst our school will be celebrating its 70th year in 2027 and started as a small school on the site, there have been several building projects and significant investment to create a large 5-form entry school, modernise the building and ensure there are excellent facilities.



Extra-Curricular opportunities enhance our curriculum. As a school, we take part in a range of sporting activities, as evidenced by being awarded the School Games Sports Gold Quality Mark for two successive years.

We have a strong, supportive team of leadership, teaching and support staff, alongside a dedicated SENCO.

Our parental partnership is highly valued and this includes a very active PTA, who raise funds through activities, grants and school events. Their hard work has led to refurbishing our school library and providing exciting and valuable experiences for our families. We had a visit from 'Steel' (Gladiators) to help our children understand the importance of exercise, sleep and eating a balanced diet so supporting our ongoing work with children on having good mental health.



3. What we offer our headteacher

- Motivated, articulate, engaged children, who enjoy coming to school and are eager to learn
- Children who contribute positively to all aspects of the life of the school
- A strong sense of caring for each other and belonging from all stakeholders
- Experienced, stable staff team who work well together, take responsibility, and support each other
- Inclusive approach, with high expectations for all learners
- Strong, vibrant parent body and excellent community links
- Supportive, proactive governing body, with a wide breadth and depth of knowledge, who empower leaders across the school
- Good links with local schools and a strong network of local Fleet and North Hampshire headteachers, all of which provide excellent professional support
- The 'SHARP' group of local Headteachers who provide opportunities for further professional development, beyond that provided by the Local Authority
- Good Local Authority support, including a strong offer from all the Hampshire Service Level Agreements; such as Hampshire Music and Library Services through to Educational Personnel and Financial Services
- A proactive Leadership and Learning Partner and District Manager





4. Focus areas for our new headteacher

We have identified the following focus areas for our Headteacher during the next part of our journey:

Our school is undergoing a period of change:

How will your strategic vision futureproof the school to provide quality education for all our children, whilst ensuring financial stability?

We are looking for a leader who can develop and build our team as we look to the future:

How will you guide and lead the team, ensuring the welfare and resilience of the team whilst maintaining the focus on the current high standards; leading, adapting and responding to the changes faced by our school?

We are proud of our curriculum and how our children learn:

How will you ensure that our curriculum continues to meet the ever- changing needs of our children, enhancing the provision further?





5. What our children say about our school

Children were asked in our latest survey: “What I like most about my school”

Year 3: *Everything is awesome.
Safe and happy and Fantastic Friday. I feel so, so safe – thank you.
Fantastic Friday – my friends and I love the school.*

Year 4: *The kind teachers and fun activities.
I love how we write loads of stories.
That there is someone to talk to about my worries.
All of the learning opportunities, clubs, lessons and cooking.
I love the kindness for our school.*

Year 5: *Fantastic Friday because it gives me a break from learning. The teachers because they are kind, caring and helpful.
I love the discos, summer fair, camo day, sports and I love the PE
Tests, exams, exit cards, English reading paper, maths paper and arithmetic paper.
Sayers croft, Greek sandals, Greek pots, Fantastic Friday, Hokusai art, space art.*

Year 6: *I like how the teachers listen to me.
The sporting opportunities, maths and World War two history.
Fantastic Friday, school trips, pirate day and leavers performance. I also like when we do drama for work.
I like how we have a lot of chances to do sports competitions at school. I like how we always have someone to speak to when I’m at my worst.
I like how the teachers deal with problems quickly and support you if you need it.
My friends that I have and how we have obstacles, but we get there as we have someone to help us learn and talk to.*





6. What our parents say about our school

Parents/Carers were asked: “What are CCJS’s Greatest Strengths?”

- *Fully supported environment with excellent extracurricular opportunities as well as creating a fun environment for the children.*
- *The way you take care of the children. Especially with the SEN children there is so much support.*
- *The staff really care and they do try to make learning fun. We’ve had great support when needed. Thank you!*
- *Making my child feel welcome and included.*
- *Works to my child’s abilities to help them access the work. Encourages their strengths and promotes a caring environment. My child has really enjoyed learning basketball and going to the swimming lessons.*
- *Teachers are nice and helpful. My children love to come to school.*
- *The school is very kind, and nurturing and the children are very happy here. You give them a broad range of learning opportunities, and they love getting involved in all the activities you offer.*
- *Teaching children resilience and perseverance, wide range of extra-curricular activities, great sports provision. Fantastic Fridays! Leadership opportunities with sports leader, playground pal.*
- *The staff, every member of staff that I have had any contact with so far have been very helpful, friendly and supportive. They are also brilliant when my daughter approaches them with any issues she is facing*



- *My daughter loves school and the opportunities to spread her wings a little. This is a credit to the teachers, assistants etc. I feel every adult at CCJS care about the children and their happiness.*



- *I was saying earlier this morning about the reindeers coming to school to my husband, what a wonderful opportunity that this is and accessible to all of them. The opportunities for engaging in learning through whole school/year events is wonderful. Letting us know through newsletter what year groups have been up to that week is great talking point at dinner, as our sons in year 3 and lives for the moment (still little one!), knowing what he's been up to helps us feel more connected.*
- *Being a very inclusive, friendly school with a great team of supportive and approachable teachers and staff.*
- *We have always felt supported with our child when situations have arisen. We are super grateful for all that you have done for him.*
- *CCJS is a very welcoming school. Parents views are taken on board. Teachers address any issues raised. Teachers identify delays in learning and address these quickly e.g dyslexia screening. The school goes above and beyond to make the children's school experience a fun one. For example - theatre visits linked to the curriculum, Fantastic Fridays, charity events, author visits, church visits, after school clubs, sporting events etc.*





7. What Ofsted say about our school

Our school had a full Ofsted inspection in June 2023. We are extremely proud that the overall judgement is that we are officially rated as a **GOOD** school.



Ofsted's Summary:

“Pupils are happy and feel safe in this welcoming and inclusive school. Leaders are ambitious for them to learn well.”

“Pupils demonstrate high levels of motivation. They enjoy their lessons and love to discuss their developing knowledge.”

“The school’s values of ‘resilience, kindness, imagination, reflection and respect’ underpin daily life. Pupils learn about different cultures, traditions and religions. They are respectful of each other and celebrate difference.”

“Pupils enjoy a wide range of extra-curricular provision”

“The provision for pupils’ personal development is a strength. Pupils are keenly aware of the role of diversity and equality in their lives. They value differences and say everyone is welcome at their school.”

“They also value the trips and experiences they have as part of the curriculum, such as the recent visit from a Paralympian who has been selected to travel to space.”

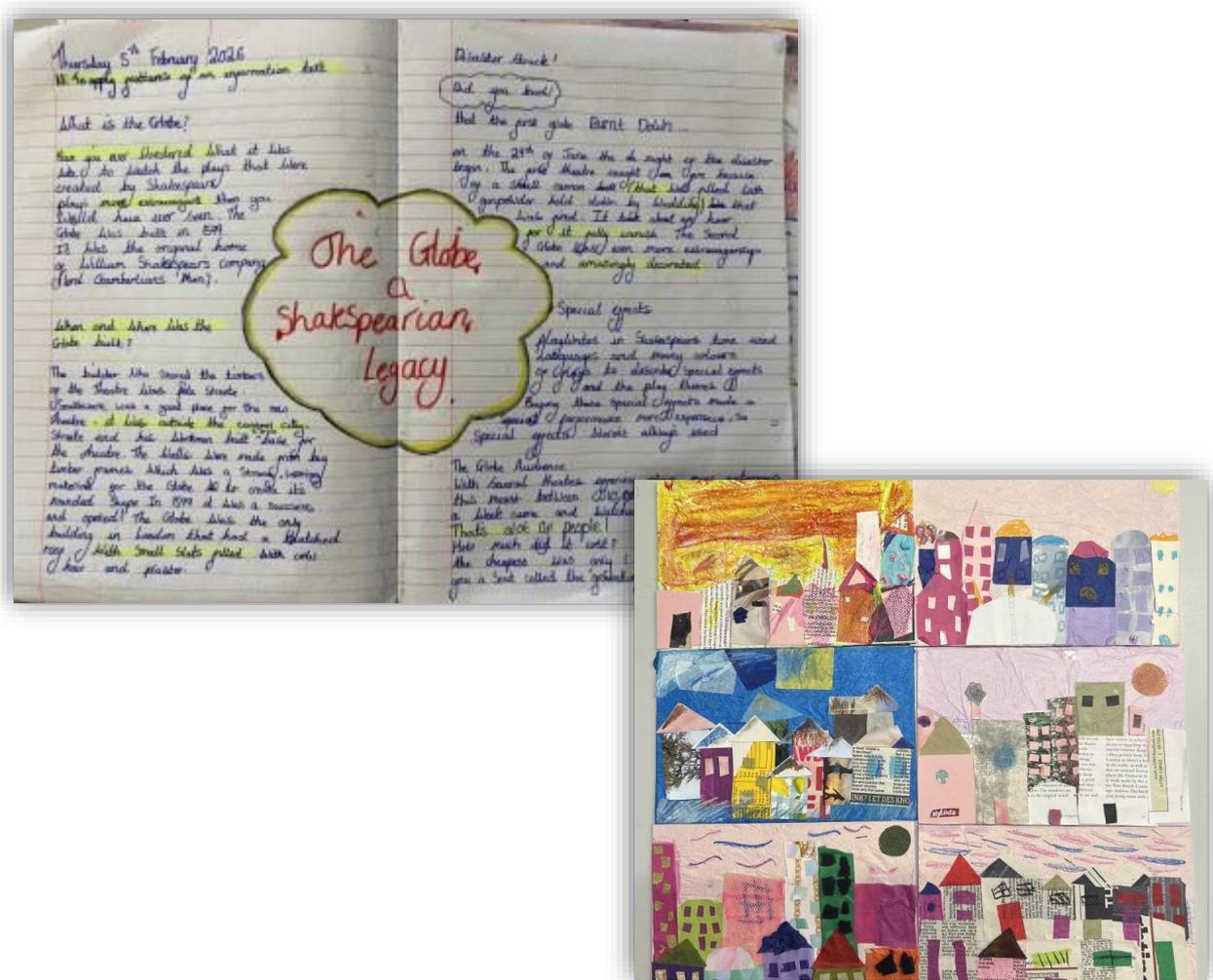




8. Attendance and attainment data

We are proud of having higher than the national average for both attendance and attainment. Our 2025 end of Key Stage Two Tests show our children also have achieved above Hampshire and national averages.

A key priority is the early identification and support of any pupils who may be at risk of falling behind. This includes a clear focus on reducing gaps for vulnerable groups, such as pupils with SEND, disadvantaged pupils, or those with lower prior attainment. 'Achievement by All' is our focus - we want every child to thrive in all aspects of school life.





9. What to look forward to in your first term

The start of the school year is a special time as children grow into their new year group and get to know their teachers, LSAs and any additional responsibilities each year group brings. The teachers and staff create an exciting programme of activities for year 3 with workshops, board games and Share a Book with parents/carers to settle children into a learning mindset.

You will be allocated a mentor to support your first year as Headteacher of Church Crookham Junior School and a two-day training offer on Hampshire Services for Schools including Educational Financial Support if required. You will be supported by the Governing Body Clerk and the full Governing Body (GB) to prepare for the GB meetings. The first FGB in September gives you the opportunity to meet all the School Governors. Supportive 1-2-1s will be held with the Chair of Governors. The experienced SLT will work with you to develop the curriculum, Teaching and Learning, and School Improvement Plan.

Year 6 visit Osmington Bay in Dorset for five days, and an exciting alternative programme is arranged for the children unable to attend the trip.

Harvest Breakfast is enjoyed by everyone across the school; with reflections from our local Vicar and a collection for the local foodbank.

The first Fantastic Friday of the year allows children to come away from the curriculum for a day, and focus on different skills or interests, whether art activities, gymnastics, Rubik's Cube solving or a trip to the Royal Opera House, Go Ape or Aldershot Military Museum.

Organised by our staff, with activities run by children and adults, Fantastic Friday is one of our most popular days at school.

Our PTA are busy from the start of term organising fundraisers such as Bingo and the Firework Evening. The energetic PTA Disco is countered with a calmer Book Fair; all raising vital funds to enhance our children's learning.



Curriculum events such as Viking Day and a trip to Winchester Cathedral strengthen learning and the sports teams are in full swing, with table tennis, netball, hockey and swimming.

Christmas preparation includes Father Christmas arriving by Chinnock, reindeers visiting the school, and staff and children putting on plays for their families to enjoy. Whether there has been a nervous or confident start to the school



year, all of the above help to embed a strong sense of belonging with our children, families, staff and the wider school community.



10. Job Description

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. Church Crookham Junior School is a Group 3 school. Governors have set the Leadership Salary Range as L18 - L24 £78,702- £90,255

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 Church Crookham Junior School.





11. 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.

National Headteachers' Standards (2020)

The Headteachers' Standards form the basis of our Headteacher job description. They can be found at [Headteachers' standards 2020 - GOV.UK \(www.gov.uk\)](http://www.gov.uk)



Person specification:

We are looking for a Headteacher who:

- Will inspire our staff and children to be the best they can every day
- Puts children at the heart of every decision that is made
- Ensure the highest standards of teaching and learning
- Maintain the culture of belonging for all stakeholders
- Is a creative thinker who inspires and motivates others
- Works in partnership with our school community
- Ensures that the safeguarding culture is prioritised, maintained and developed
- Is a strongly inclusive practitioner who leads by example
- Values development of the whole child not just the educational aspect
- Is a reflective leader, who is flexible in their approach to leadership
- Demonstrates a strong understanding of school finances
- Builds and develops staff in their own professional development
- Values their own professional development and applies this in their role



12. Headteacher person specification

Your application statement should refer to your consideration of the relevant experiences, achievements, and skills identified as A (application) below and the key focus areas described in the job description

Core professional experiences, qualifications	Shortlisting evidence sought in Application (A), Reference (R) or Interview (I)
General:	
1. Is a qualified teacher with Qualified Teacher Status and has a high-level of knowledge, experience and expertise in early years education and Special Educational Needs and Disabilities (SEND) Essential	A, I
2. Evidence of relevant professional study and/or qualification e.g. NPQH, MA Desirable	A
3. Has a proven track record of success, and of managing change, as a senior leader in a junior or primary school (Deputy Head / Assistant Head / Head of School / Acting Head / Head) Essential	A, R, I
4. Has a proven ability to work as part of a team	A, I
5. Analyses complex situations rapidly and provide practical solutions based on clear principles	A, I, R
National Standards for Headteachers (2020) Please tell us how, in your current and previous leadership roles, you:	
Create a culture where pupils from all backgrounds experience a positive and enriching school life, upholding ambitious educational standards.	A, R, I
Establish and sustain high-quality expert teaching across all subjects and phases, built on evidence- informed understanding of teaching and how pupils learn, underpinned by high levels of subject expertise.	A, R, I
Ensure a broad, structured and coherent curriculum entitlement which sets out the knowledge, skills and values that will be taught	A, I



Establish effective curricular leadership, developing subject leaders with high levels of relevant expertise with access to professional networks and communities	A, R, I
Establish and sustain high expectations of behaviour for all pupils built on relationships, rules and routines that are clearly understood by all staff and pupils	R, I
Ensure the school works effectively in partnership with parents, carers and professionals to identify the additional needs, special educational needs and disabilities of pupils, providing support and adaptation where appropriate	A I
Establish and sustain culture and practices that enable pupils to access the curriculum and learn effectively	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 standards for teachers' professional development	A, 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	I
Develop appropriate evidence-informed strategies for improvement as part of well-targeted plans, that lead to sustained improvement over time.	A, R
Forge constructive relationships beyond the school, working in partnership with parents, carers and the local community	I
Understand and welcome the role of effective governance, upholding their obligation to give account and accept responsibility	I
Anticipate future responsibility: thinking beyond the immediate situation, reflecting on what works and what does not	A, I



Has a genuine interest in other people, actively seeks to understand them, demonstrating strong emotional self-awareness, in responses to them	R
Shapes and articulates a vision with clarity- inspiring others with the vision and leading them forwards	A, I
Establishes and maintains a culture of well-being enjoyment and respect	A, I
Has a passion for learning and celebrates the achievements of others	A





13. About Church Crookham

Church Crookham is a suburban village set within the North Hampshire countryside. With attractive walking routes and open green spaces, it offers a peaceful place to unwind, while still being close to a good range of local amenities for everyday convenience

Although near the larger town of Fleet, Church Crookham has its own identity and character that many residents value. Community events, village groups, and friendly local shops and pubs all contribute to an area where it is easy to settle in and feel part of the community.

The nearby Basingstoke Canal, Fleet Pond and country parks provide easy access to nature, offering opportunities for walking, cycling, and enjoying time outdoors. Families often highlight this combination of community life and outdoor activities as an important reason for choosing to live here.



Transport links also support everyday life without dominating the village's relaxed atmosphere. Fleet railway station is nearby, with regular direct services to London Waterloo taking around 45 minutes. The M3 motorway is also easily accessible, providing convenient routes to the south coast, the West Country, and the M25, approximately 20 miles away.

Overall, Church Crookham combines strong community character, attractive surroundings, and excellent transport connections, making it an appealing place to call home.





14. Working in Hampshire page

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 see [Inclusion and Diversity Partnership](#) for more information.



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

EDUCATION IN HAMPSHIRE

Discover more about what Hampshire has to offer by visiting [Hampshire County Council Education and learning](#).



Hampshire has so much to offer, and we hope you will join us!

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.

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.

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 Resourced Provision in mainstream schools offer tailored education and support for children with various needs, including learning difficulties, physical and sensory disabilities, and social and emotional needs.

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 the Local Authority and schools.

Hampshire Authority maintains an established network of advisers providing responsive and flexible support.



Hampshire
County Council



15. Application information

Application Procedure

Visits to our school are encouraged and warmly welcomed:

Please contact our admin office adminoffice@crookham-jun.hants.sch.uk to book a place.

Alternatively, you can browse through our website www.crookham-jun.hants.sch.uk

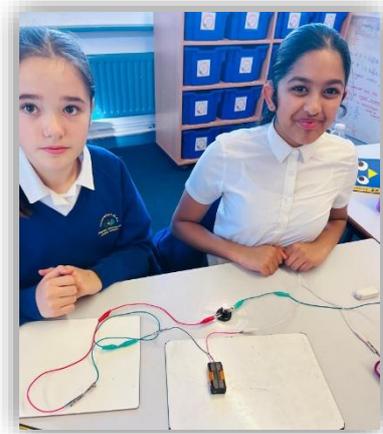
Candidates should complete the application form and return it via email so that it is received **no later than 9.00am on Monday 13th April 2026.**

You should provide a full statement in support of your application which should be no longer than 2 sides of A4 paper in Arial font size 12. Please do not repeat factual details provided in the application form.

Selection Procedure

The shortlist and the selection process will take place on 14th April 2026. Further details will be sent to those candidates called for interview. The interviews are being held on 22nd and 23rd April 2026.

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

Church Crookham Junior School and Hampshire County Council 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 and Barring Service 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.



We look forward to hearing from you.



**EAL Award
Silver**
Hampshire EMTAS 2024

