

Rucstall

PRIMARY SCHOOL

Headteacher Recruitment Pack
September 2025

Ash



Fir



Hazel



Lime



Maple



Rowan



Willow



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CHAIR OF GOVERNORS MESSAGE



Dear Applicant,

Thank you for your interest in the Headteacher position at Rucstall Primary School!

On behalf of the Governing Body, I would like to extend a very warm welcome and express how delighted we are that you are considering joining our vibrant and inclusive school community here in Basingstoke.

At Rucstall, we are immensely proud of the caring, creative and ambitious learning environment we've nurtured. Our school values – Celebration, Co-operation, Creativity, Equality, Honesty, Perseverance, Respectfulness – are at the heart of everything we do.

These values underpin our approach to education and guide our children not only in their learning, but in how they interact with the world around them. Our dedicated staff team, enthusiastic children and supportive families all contribute to making Rucstall a truly special place to learn and grow.

Due to the promotion of the previous post holder, we are looking for an inspiring and dedicated Headteacher who shares our vision and values to lead our existing senior leadership team, consisting of a deputy and assistant head. We are looking for someone who will champion high standards, foster a culture of collaboration, and put the wellbeing and progress of every child at the centre of school life.

You will be a visible, approachable leader who motivates staff, builds strong relationships with families, and leads with warmth, clarity and purpose. Most importantly, you will believe in each child's potential and strive to help them achieve it.

If you feel that Rucstall is a place where your leadership can make a lasting impact, we would be delighted to hear from you. We warmly welcome visits to the school, it's the best way to experience the energy and positivity of our community.

I wish you the best of luck in your application and look forward to meeting you.

Rob Perrett 

ABOUT RUCSTALL

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Rucstall Primary School is a thriving and inclusive one-form entry school located in the heart of Basingstoke. Set within extensive and well-maintained grounds, our school is a place where children are encouraged to explore, discover and thrive.



205 Children on Roll Ofsted 2024: Outstanding



Our site combines historic character with modern facilities, offering a rich environment for learning. As a community school, we are proud of our strong partnerships with families and local groups. The school benefits from spacious classrooms, two libraries, outdoor learning areas, a large playing field, a woodland trail, and a dedicated Early Years environment.



"The school has designed an exceptional, well-sequenced curriculum". – Ofsted 2024

We pride ourselves on our:

- ❖ High standards of behaviour and learning
- ❖ Committed and talented staff team
- ❖ Strong leadership at all levels
- ❖ Supportive parent community
- ❖ Ambitious culture focused on continuous improvement



We are proud to offer whole-school experiences and enrichment opportunities that help build character and resilience, preparing our pupils for secondary school and beyond. Our governing body is actively involved in school life and plays a key role in driving our ongoing development.



"Pupils' behaviour is exemplary. Expectations are met consistently. Pupils know and want to behave in a way that reflects the school's values". – Ofsted 2024

OUR SCHOOL VISION

Rucstall Primary School is a learning community where every child is nurtured as an individual, and where hard work and perseverance is valued. Within a culture of caring and celebration, we will support our children to develop a love of learning and challenge, with the skills, understanding and resourcefulness to achieve their potential.

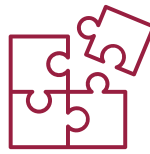
Our Values



Celebration



Cooperation



Creativity



Equality



Honesty



Perseverance












Respectfulness

Our dedicated and experienced staff work closely with governors and parents to ensure that each child is supported to achieve their full potential. At Rucstall, we believe in nurturing the whole child, and our vision is to provide a rich, broad and balanced curriculum that fosters a love of learning, self-confidence, and a strong foundation for the future.



OUR AIMS

-  Instil the school's values within children: celebration, co-operation, creativity, equality, honesty, perseverance and respectfulness.
-  Deliver the National Curriculum and EYFS framework to a high standard.
-  Close the literacy gap, providing the best for children with Special Education Needs and eliminating disadvantage.
-  Meet the needs of every learner, equipping them for the future.
-  Nurture children to be safe, kind and respectful, with an understanding of how to care for themselves and strategies to be resilient.
-  Instil ambition and self-motivation within children.
-  Enable children to value, retain and recall knowledge from lesson-to-lesson and over time, developing passion for learning.
-  Encourage and inspire creativity and enquiry, alongside the development of children's own interests and talents.
-  Value the outdoors as a way to enrich learning and provide wider life experiences.

THE RUCSTALL PROMISE

The Rucstall Promise, created by our whole school community, is fundamental to our school values and curriculum offering. Our Promise encapsulates the rich range of personal, social and cultural opportunities which we believe every child has the right to experience. The seven-year journey that children embark on across the school provides an excellent foundation for later learning and life.



Listen to a live orchestra or concert



Raise money for charity



See a live theatre production



Experience a residential trip



Run an enterprise project



Travel on a train, boat/hovercraft and coach



Attend a professional sporting fixture



Dance, sign and perform



Learn a musical instrument



Gain a cycling award



Visit a major city



Hatch and care for animals



Experience a range of adventurous activities including outdoor pursuits



Visit a museum, a place of historical importance and a place of worship



Improve at swimming



Take part in a sport event



Visit a zoo



Visit the seaside

Our children are at the heart of everything we do.

At Rucstall, we welcome pupils from a range of backgrounds and are proud to celebrate the diversity within our community. We have created a warm and inclusive environment where every child feels valued, respected and supported.

In 2024, **97%** of our Year 4 children achieved the pass mark in Multiplication Assessment.

Attendance sits comfortably above the national average.



All pupils, including those in pupil groups, leave Rucstall academically successful and ready for Key Stage Three.

In 2024, **90%** of our Year 1 children achieved the Expected Standard for Phonics.

Our School in Numbers...

Category	Percentage
Pupil Premium	20.5 %
English as Additional Language (EAL)	30.2 %
Special Educational Needs (SEN)	20.5 %
With EHCP	3.9 %
From Minority Ethnic Groups	27 groups



Our children thrive in a learning community where every child is nurtured as an individual, and where hard work and perseverance is valued.

We support our children to develop a love of learning and challenge, understanding and resourcefulness to achieve their potential.

Our children benefit from calm learning spaces, engaging outdoor areas, and opportunities for personal growth through play, reflection and collaboration.



Our pupils consistently demonstrate positive attitudes to learning. They show kindness, creativity and confidence in all they do. They leave Rucstall equipped with the skills, knowledge and mindset to make a positive contribution to the wider world.

Whether exploring our Rucstall Wood whilst engaging in outdoor learning, or participating in creative arts and sporting events, our children are encouraged to be curious, resilient, and kind.



OUR CHILDREN WOULD LIKE OUR NEW HEADTEACHER TO BE.....

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"This is a happy and inclusive school where pupils thrive. Pupils love coming to school and are enthusiastic about their learning. Their behaviour in class and as they move around the school is exemplary. They are constantly polite and well-mannered and try to do what is right.". - Ofsted 2024

OUR STAFF

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Our current Leadership Team is made up of the Headteacher, a Deputy Headteacher and an Assistant Headteacher, these roles are not class-based but have some teaching commitments. The teaching staff at Rucstall Primary School are a dedicated, experienced and collaborative team who are deeply committed to the success and well-being of every child. They bring a wide range of strengths and expertise to the classroom and work closely together to create a supportive and engaging learning environment.

"Teachers explain learning really well, supported by their subject expertise. They provide many opportunities for pupils to revisit prior knowledge, practising skills until they are learned securely". - Ofsted 2024




Staff value open communication, shared goals and professional development. They take pride in fostering a positive school culture built on trust and mutual respect. They are excited to welcome a new headteacher who will lead with clarity, compassion and vision, and who will support and champion both staff and pupils alike.

WE ASKED OUR STAFF WHAT THEY WOULD LIKE FROM OUR NEW HEADTEACHER...



What qualities are most important in a new headteacher?

- Confident, experienced, and clear in vision
- Supportive, caring, and values wellbeing
- Approachable, communicative, and open to feedback
- Decisive, fair, and stable in leadership
- Community and family oriented
- Empowers staff and builds on existing strengths
- Maintains high standards with thoughtful change




What do you currently value most about working at this school?

- Strong sense of community and child-centred ethos
- Supportive, approachable staff – a true team spirit
- Clear expectations and consistent routines
- Respect for staff voice and professional trust
- Balanced accountability with flexibility
- Trust-based culture without unnecessary formalities.



What would you like to see developed next by a new headteacher?

- Time and support for professional development
- Consistent communication across all staff
- Continuous curriculum development and support
- Developments in writing
- Support and time allocation for subject leadership
- Continued strategic planning with clear long-term goals



How should a new headteacher involve staff in shaping the school's future?

- Facilitate whole-school dialogue and collaborative decision-making
- Ensure clear, timely communication on key issues and strategies
- Include all staff in CPD and development opportunities
- Recognise and utilise individual staff strengths
- Engage personally with staff to understand goals and aspirations

"What pupils know and remember across all subjects is impressive. When pupils struggle with new concepts, adults pick this up quickly using skilful questioning and 'live marking' to check understanding and provide support as required". – Ofsted 2024

OUR PARENTS

The qualities and attributes our parents would like to see are:



To create a culture & environment that is:





CORE PROFESSIONAL EXPERIENCE	Shortlisting evidence sort in Application (A), Interview (I) or Reference (R)		
PERSONAL QUALITIES	A	I	R
Ability to lead and inspire others with integrity.	•	•	
An effective delegator, recognising, developing and utilising skills within a team.	•	•	
Has resilience and presence which inspires confidence and trust with the ability to command respect.	•	•	•
Is approachable, caring and supportive to all members of the school community.		•	•
Proven ability to work collaboratively as part of a team while demonstrating initiative and the ability to work under your own direction.		•	•

LEADERSHIP	A	I	R
Leadership experience, gained as a Headteacher, Deputy Headteacher or Assistant Headteacher within a primary, infant, or junior school setting.	•		
Ability to cultivate a professional culture where staff feel valued, supported and empowered to grow.	•	•	
Able to demonstrate a clear vision and passion for primary education and the ability to inspire all staff.	•	•	
To have played a significant role in school improvement, including innovation	•		
Is able to inspire and enable subject leaders to lead, enabling autonomous action planning and impact management.		•	•
Ability to work collaboratively with governors to set the strategic direction for the school, and ensuring appropriate accountability for the quality of the education.	•	•	
Ability to sustain and develop excellence in teaching and learning.	•		

CURRICULUM AND PEDAGOGY	A	I	R
Ability to close the literacy gap, providing the best for children with SEN and eliminating disadvantage.	•		
Experience of curriculum design and innovation that meets the needs of every learner, equipping them for the future.	•	•	
Ability to enable children to value, retain and recall knowledge from lesson-to-lesson and over time, developing passion for learning.	•	•	
Passionate about supporting and challenging the most vulnerable children (e.g., SEND, PP, EAL, LAC). Ensuring that these needs are met through high-quality teaching.	•	•	•
The ability to embed a culture of reflective practice and continuous improvement using robust data analysis to inform decision making.	•	•	
Demonstrable the ability to enact current safeguarding procedures and best practice, with experience of being a Designated Safeguarding Lead.	•	•	•



PROFESSIONAL EXPERIENCE	A	I	R
Experience of managing effective school systems and processes.	•		
Primary teaching experience, with an understanding of delivery of the EYFS framework.	•		
Proven ability to ensure that pupils with SEND progress through the curriculum alongside their peers.	•	•	
Experience of seeking additional sources of external funding (e.g., generating additional income, sponsorship, grants).	•		•
Experience of building, maintaining and growing links with the local community.	•	•	•
Experience of working in a school where pupils thrive under an exceptional and aspirational curriculum.	•		•
Commitment to the principles behind The Rucstall Promise.		•	
Knowledge and understanding of strategic financial planning, budgetary management and principles of best value.	•		
Experience of delivering the National Curriculum and EYFS Framework to a high standard.	•		•

HEADTEACHER QUALIFICATIONS

QUALIFICATIONS	Shortlisting evidence sort in application (A), Interview (I) or Reference (R)		
	A	I	R
ESSENTIAL			
Qualified teacher status.	•		•
Undergraduate qualification(s).	•		•
Evidence of continued professional development.	•		•
Designated Safeguarding Lead trained.	•		•
DESIRABLE			
Post-graduate qualification(s).	•		•
Achievement of a professional qualification (e.g. NPQH).	•		•
Training in financial management.	•		•



JOB DESCRIPTION

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The headteacher will provide strategic and inspirational leadership, ensuring the highest standards of educational provision, pastoral care and staff development. The successful candidate will lead the implementation of the school's 2024-2030 Strategic Plan, continuing to build on a strong foundation of inclusive, child-centred practice, while responding effectively to the changing needs of our community and national priorities.

Duties & Responsibilities



- Lead the school's vision, ethos and strategic direction, ensuring alignment with the needs of the local community and national educational challenges.
- Create a culture of ambition and excellence, promoting equity, diversity and inclusion across all aspects of school life.
- Build positive relationships with pupils, staff, parents, governors and external partners, ensuring the school remains a trusted and valued part of the wider community.
- Promote Rucstall as a school of choice within and beyond its catchment area.
- Use evidence-based practice and data to evaluate impact, drive continuous improvement and inform future priorities.

Teaching and Curriculum Assessment



- Sustain and further develop a rich, inclusive and ambitious curriculum tailored to the needs of all learners, including pupils with SEND, EAL and those working at greater depth.
- Ensure high standards of teaching and learning through effective monitoring, staff development and curriculum innovation.
- Oversee effective assessment systems that support pupil progress and provide clear insights into individual and whole-school achievement.
- Champion creativity, critical thinking and holistic development in curriculum design and delivery.





Managing the School and its Staff



- Cultivate a professional culture where staff feel valued, supported and empowered to thrive.
- Prioritise staff wellbeing and create opportunities for ongoing professional learning, career development and distributed leadership.
- Ensure efficient and effective use of financial, physical and human resources to support school improvement priorities.
- Lead by example with integrity, resilience and emotional intelligence.

Governance & Accountability



- Work in close partnership with the Governing Body, providing clear and timely information to support effective strategic oversight.
- Ensure full compliance with all statutory requirements, safeguarding duties and best practice in educational leadership.
- Develop transparent and rigorous systems for self-evaluation and performance management, linked directly to the school's vision and development plan.
- Act as an ambassador for the school, strengthening its reputation locally and beyond. Including fostering partnerships that enhance opportunities for pupils and staff.

*"High ambition and the determination to achieve it are evident through all levels of the school's leadership".
- Ofsted 2024*



KEY AREAS OF FOCUS FOR 25/26

1

Sustain High Standards with a Focus on Teaching and Learning

The headteacher must champion the school's existing high expectations, especially in teaching quality and pupil outcomes. They should:

- Promote a consistent approach to high-quality teaching across all classrooms.
- Work closely with senior leaders to monitor teaching standards and ensure effective support and development is in place.
- Ensure that policies and practices maintain a positive learning culture for both staff and students.

2

Develop and Empower the Leadership Team

Recognising the strength within the existing staff:

- Focus on building leadership capacity at all levels by empowering others and distributing responsibility effectively.
- Offer clear direction while encouraging collaborative decision-making and professional growth.
- Support and mentor middle and senior leaders to take ownership of school improvement.

3

Establish Yourself as the New Headteacher

Focus on building trust, visibility and clear communication to lead with confidence and connect with the whole school community.

- Be visible and approachable through classroom visits, staff drop-ins and parent communication.
- Listen actively and involve staff via 1:1 meetings, forums and stakeholder surveys to shape shared priorities.
- Strengthen communication and clarity with consistent updates, support staff inclusion and a collaborative vision.





OUR OFFER TO YOU!



Our whole school community is so excited to welcome our new Headteacher and we feel we have a lot to offer you:

- A strong, cohesive team of skilled and dedicated staff who support one another and strive for excellence.
- The opportunity to join an existing Senior Leadership Team consisting of Deputy and Assistant Headteacher.
- Well-behaved, kind and enthusiastic children who love learning and demonstrate our values every day.
- A supportive and ambitious Governing Body, committed to your professional growth and wellbeing.
- Strong relationships with families and the wider community, and a culture of mutual respect.
- A commitment to your continued professional development, including mentoring and leadership support.
- A forward-thinking strategic plan, shaped by robust school self-evaluation and recent Ofsted feedback, which praised our inclusive ethos, safeguarding culture, and pupils' enthusiasm for learning.



APPLICATION PROCEDURE

Visits to the school are warmly welcomed. We are offering visits on the following dates: 8 July 2025 at 9:30am; 15 July 2025 at 9:30am or 8 September 2025 at 1:30pm. To book a place please email adminoffice@rucstall.hants.sch.uk

Applications need to be returned electronically to htrecruitment@hants.gov.uk no later than midday on 11th September 2025. When submitting your application, please use the following format as the email subject heading: School Name – Position – Your Name.

Applications acknowledged 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 15th September 2025 and the interview process will take place on 29th and 30th September 2025. 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 5 January 2026.

Equality Monitoring:

All applications require a completed Equalities Monitoring form.

Safer Recruitment:

Rucstall 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 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.



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.

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 the 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 has to offer by visiting our website at [Education and learning | Hampshire County Council](#)