



Cove Junior School
Headteacher
Information Pack



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Letter from Chair of Governors

Dear Applicant,

Thank you for your interest in the position of Headteacher at Cove Junior School. We are delighted that you are considering joining our warm, caring and ambitious school community. Cove Junior School is a place where children are encouraged to flourish, staff are valued and supported, and families feel part of a welcoming and inclusive environment. Our school has a strong reputation for nurturing pupils' confidence, creativity and independence, and we are proud of the positive, purposeful atmosphere that visitors so often comment on.

We are seeking a Headteacher who will continue to build on these strengths—someone who shares our belief that children thrive when they feel safe, inspired and encouraged. You will join a school with a dedicated and skilled staff team who work collaboratively, support one another and take pride in providing a rich and engaging curriculum. Middle leaders play an active and confident role in school development, contributing meaningfully to improvement work and modelling our values in practice.

Our motto, “Aiming High”, reflects our commitment to helping every child achieve their best. Creativity, positivity, independence, resilience, courage and respect are woven through daily school life, shaping an ethos where pupils feel known, valued and supported. Safeguarding is a genuine strength of the school, with well-established systems and a culture where pupils feel listened to and cared for.

The Governing Board is experienced, supportive and deeply committed to the continued success of the school. Governors know the school well and work in close partnership with leaders and staff, offering thoughtful challenge, encouragement and a strong focus on wellbeing and sustainable leadership.

As our new Headteacher, you will be warmly welcomed and fully supported. We offer a comprehensive induction programme and a governing body that is ready to walk alongside you as you settle into your role and get to know our community.

Further details are included in the application pack. We warmly encourage you to visit the school; please contact the school office on 01252 542941 or email office@cove-jun.hants.sch.uk to arrange a time.

We look forward to receiving your application.

Yours sincerely,

C. Pickup

Caroline Pickup

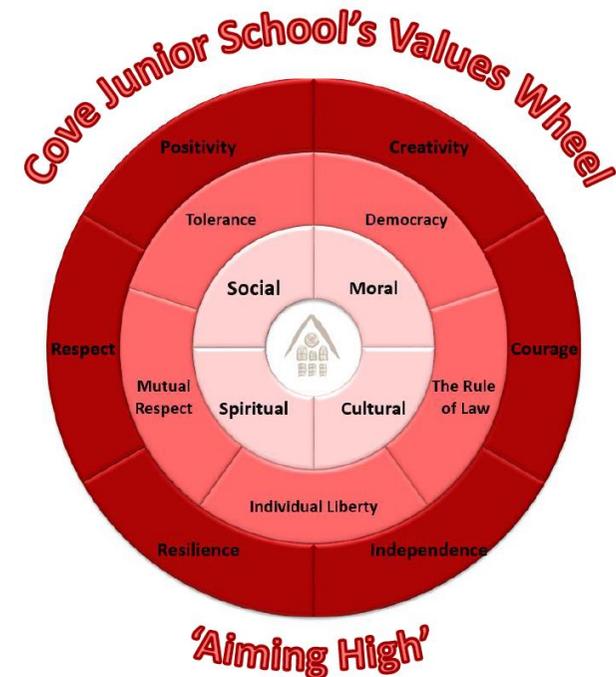
Chair of Governors

Our School

Cove Junior School is a vibrant and welcoming school in Cove, Farnborough, where we encourage every child to Aim High. We provide a nurturing environment for children aged 7 to 11, helping them achieve their best academically, socially, and personally.

Our broad curriculum is designed to inspire curiosity and a love of learning, offering opportunities across core subjects and creative arts. We also run a variety of clubs and activities, encouraging children to explore new interests, build confidence, and develop skills for life.

At Cove Junior School, our ethos is built on respect, responsibility, and resilience. These values guide everything we do, fostering an inclusive and supportive community where every child feels valued and empowered.



We are proud of our strong ties with local schools, working closely with the nearby infant and secondary schools to create a seamless educational journey for our children. These connections, along with the support of our families and the Cove Junior School PTA, ensure that we are at the heart of a thriving local community.

With the guidance of our dedicated staff and supportive leadership team, we are committed to helping children set ambitious goals, embrace challenges, and believe in themselves. Cove Junior School is more than a place to learn; it's a place to grow, dream big, and prepare for the future with confidence.

Student Council

What we think makes a good Headteacher

We, the school council, have thought carefully about what we want in our new headteacher. Here are all the things we think a good headteacher should be, starting with the most important, they should:

Be Kind and Friendly

A good headteacher should be kind and easy to talk to. We want someone who listens, makes us feel included, and brings the whole school together as a community.

Be Open and Approachable

It's important that the headteacher is someone we can all go to with our ideas, problems, or questions, and that they make everyone feel valued.

Know how we Learn

A headteacher needs to understand how we learn and work together so that everyone has the chance to succeed.

Help Solve Problems at Break

A good headteacher should be ready to help us sort out disagreements or problems during break time to make sure the school is a safe and happy place.





Organise Fun Activities

A great headteacher should make school fun by organising activities that bring everyone together and make us feel like part of a team.

Know How to Improve the School

A headteacher needs to have ideas to make our school even better, so it's a place we all feel proud to be.

Be Good with Money

A good headteacher needs to manage the school's money well to make sure we have the best resources for learning and activities.

Be Good with Animals

Since we have guinea pigs at school, it's important that the headteacher likes animals and helps take care of them.

We want a headteacher who brings the whole school together, making everyone feel included and happy. They should be kind, approachable, and fair while also helping us learn, solving problems, and making school fun and exciting. We're looking for someone who will make our school the best it can be for everyone.

Our Parents

What are the three most important things you hope a new headteacher will focus on at our school?

Parents want a new headteacher who will **maintain high standards**, ensuring a structured and respectful learning environment. They value strong behaviour management, consistency, and a focus creating a positive atmosphere where children can thrive. Safety is also a key concern, with many parents highlighting the importance of keeping children secure while promoting a culture of respect and responsibility.

Another major priority is **support for special educational needs (SEND) and mental health**. Parents want a leader who will champion inclusive education, ensuring that all children—especially those with additional needs—receive the support they require. A focus on mental well-being for both students and staff is essential, alongside training and resources to help children reach their full potential in a supportive, understanding environment.

Equally important is **strong communication and community engagement**. Parents appreciate an approachable headteacher with an open-door policy who fosters collaboration between staff, pupils, and families. They want clear, transparent communication and a continued sense of warmth and inclusion within the school community. A headteacher who listens to parents, values their input, and builds on the school's existing strengths will be best placed to lead the school forward successfully.

What are you most proud of about our school, and what would you like to see a new headteacher build upon?

When asked, the number one answer parents gave revolved around the quality of the teaching staff. In particular, parents were proud of the positive relationship fostered between teaching staff and students, highlighting the respect children have for them, and how well teachers know each and every student.

What does the School do well?

Parents praised the school for maintaining high standards, strong behaviour management, and creating a safe, structured environment. They appreciate how engaged and motivated students are, thanks to enrichment activities like Junior Dukes, Bikeability, and various clubs. The pastoral care is highly valued, with students feeling emotionally supported, and teachers are recognised for their dedication, friendliness, and quality teaching. Communication with parents is generally strong, with good safeguarding and opportunities for involvement through school activities.

Our Staff

What are the most important qualities in a new headteacher?

When surveyed, the four most important and frequently mentioned qualities were 'approachability', 'communication', 'empathy' and 'compassion'.

What are we most proud of?

"The behaviour of our school children is amazing- they are polite, caring and well behaved."

"Cove is a lovely place to work and be for children and staff - friendly and welcoming."

"That all staff are treated equally, and everyone's views are valid and welcome; we go above and beyond to support our children and parents."

"I am proud of how much everyone cares about their students. We give them great opportunities both for learning and valuable life experiences. (Such as the Junior Dukes and PP provisions)."

"The bond we have with our parents and children."

Our Community

School Cluster

Our school is part of a cluster made up of friendly and supportive colleagues from 12 local schools including our three main feeder infants and two local secondary schools.

The Cluster meets regularly and organises groups to providing additional support to staff. These include:

- DSL (Designated Safeguarding Lead) network group
- SEMH network group (in conjunction with the Primary Behaviour Service -PBS) to provide training and support for staff working with children who have more complex needs
- EAL network (English as an Additional Language) group
- Inter School Moderation Sessions



In the Community

Promoting Kindness with our caring cup



Cove Junior School -led Event

Blackwater River



St Johns Church



Our Little Blue Book Shed often gets donations of previously loved books to spread the joy of reading as far as possible.

With Support from Local business and the dedicated work of our PTA, students, staff and volunteers the school raise over £6,600.

Our Junior Road Safety Officers promote and introduce our pupils to Road Safety.



Person Spec

The Governors of Cove Junior School are seeking to appoint a visionary and innovative leader to deliver excellence in all areas and lead our school on its journey. The successful candidate will have a proven track-record of delivering strong educational outcomes, the experience and ability to inspire and bring out the best in everyone. They will understand and champion our school vision as reflected in our core values.

Key Tasks

1. Build upon the improvements in attainment already achieved across the curriculum
2. Narrow the gap between those less advantaged and their peers
3. Continue to strengthen subject leadership roles across the school, ensuring effective impact in line with school priorities.

Your application statement should refer to your relevant experiences, achievements, skills identified below and the key tasks.

We are looking for a leader who:

Professional qualifications and experience

- Is a qualified teacher with Qualified Teacher Status · Has a proven track record of success, and of managing change.
- Has been a senior leader for a minimum of three years in the primary phase (Deputy Head/Assistant Head/Head of School/Acting Head/Head) · Has relevant professional study and/or qualification e.g. NPQH, MA (Desirable)
- Has knowledge of evidence-informed pedagogy and experience of establishing high-quality teaching across the Key Stage 2 curriculum.
- Has proven experience of leading improvements in teaching and learning, with evidence of securing good outcomes for all children.

Teaching and Learning

- Has experience of ensuring a broad, structured and coherent primary curriculum for all children
- Has experience in developing strong curriculum and subject leadership.
- Uses assessment intelligently to inform teaching, monitor progress and secure strong outcomes for all pupils.

Leadership	<ul style="list-style-type: none"> • Demonstrates the capacity to uphold and strengthen the school's ethos and strategic direction, working collaboratively with governors and the wider school community. • Has the ability to create a positive, inclusive, and enriching school culture, which balances high expectations with staff wellbeing. • Prioritises professional development for staff and can evidence professional development opportunities that they have led which have impacted on school improvement priorities. • Uses a wide range of evidence, including performance data, to evaluate the school's effectiveness and take action to improve outcomes. • Has knowledge and understanding of strategic financial planning and the principles of best value. • Acts reflectively, reviewing the impact of decisions and adapting practice in response to what works.
Inclusion	<ul style="list-style-type: none"> • Has the ability to sustain high expectations of behaviour for all pupils, built upon relationships, and clear structures and routines, which are understood clearly by all staff and pupils. • Holds ambitious expectations for all pupils, including those with special educational needs, and those considered disadvantaged, with proven impact of improving standards for children. • Has experience of identifying additional needs/SEND and securing appropriate support in partnership with parents and professionals.
Safeguarding	<ul style="list-style-type: none"> • Has a strong understanding of statutory safeguarding requirements and experience of implementing effective safeguarding practice across the school. • as experience as a Deputy Designated Safeguarding Lead (DDSL) (Desirable).
Working in partnership	<ul style="list-style-type: none"> • Has a commitment to maintaining and further developing constructive relationships within and beyond the school, working in partnership with governors, parents, carers and the local community, including our successful local cluster group. • Builds professional, transparent and productive relationships with governors, ensuring they are well-informed and able to offer constructive challenge. • Ensures that staff understand their roles and responsibilities and are held to account for the standards expected of them.
Working in Partnership	<ul style="list-style-type: none"> • Will maintain constructive relationships beyond the school, working in partnership with parents, carers and the local community • Continue to work successfully with local schools and organisations.
Governance & Accountability	<ul style="list-style-type: none"> • Establishes effective professional relationships with governors • Ensures staff understand responsibilities and are held to account

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.](#)

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.



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

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 Pupil

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

Application Procedure and Information

If you are interested in joining us on our mission to securing the best outcomes for our children, by ensuring that every child receives the experience of shared journeys and unique memories they deserve, we would be delighted to receive your application.

Visits to the school will be warmly welcomed. Please call 01252 542941, or email office@cove-jun.hants.sch.uk to arrange a visit with our Chair of Governors.

Application Deadline	29th April 2026 at noon
Interview Date	15th and 18th May 2026
Job Starting Date	September 2026/January 2027
Contract/Hours	Permanent
Salary Type	Leadership Scale
Salary Details	The indicative pay salary is set at £76,772 -£88,951 (L17 – 23)
Hours of Work	Fulltime
Location of Role	Cove Junior School, Farnborough, Hampshire
Contact e-mail	htrecruitment@hants.gov.uk

Safer Recruitment

Working closely with our colleagues at Hampshire County Council we 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.