ST BEDE CofE PRIMARY SCHOOL
Winchester, Hampshire

Headteacher

Application pack

Growing together

in love and peace, with courage, trust and friendship



Vacancy information and key dates

THE ROLE

Position: Headteacher
Start date: April 2027
Contract: Full-time, permanent
Salary type: Leadership scale
Salary range: L16-L24
Address: Gordon Road, Winchester SO23 7DD
Phone: +44 1962 852463
Diocesan authority: Winchester & Portsmouth Diocesan Board of Education
Local authority: Hampshire County Council

KEY DATES

Closing Date: Midday, Friday 27 November 2026
Interviews: Wednesday 9 and Thursday 10 December 2026



RECRUITMENT ENQUIRIES

htrecruitment@hants.gov.uk

Welcome to St Bede

On behalf of the Governing Body, I am delighted to welcome your interest in the position of Headteacher at St Bede Church of England Primary School. St Bede is seeking an inspirational, compassionate and ambitious Headteacher to lead our vibrant community into its next chapter.

We are a warm and inclusive school at the heart of Winchester, serving children and families from a wide range of backgrounds. Our Christian ethos is central to school life, and our vision, "Growing Together," reflects our commitment to helping every child flourish as a confident, happy and well-rounded member of the St Bede family. Our values of love, peace, courage, trust and friendship guide the way we learn and care for one another.

We are proud of the dedication of our staff and the close relationships we have with our families, governors, the Diocese of Winchester and our local churches and the wider school community in Winchester and Hampshire. We want every child to feel valued and to have the opportunity to thrive, in their learning, personal development and sense of belonging.

The appointment of a Headteacher is an important moment for our school. We are seeking a leader who will work collaboratively with the whole school community, sustain our strong sense of purpose and ensure that St Bede continues to offer an ambitious, nurturing and inclusive education for every pupil. We hope this application pack gives you a helpful insight into our school, its values and aspirations for the future and we look forward to learning more about your experience and vision for our school.



Yours sincerely,

Helen Gummerson

Chair of Governors

St Bede Church of England Primary School,
Winchester

"This is a wonderful opportunity to lead a school where we grow together."

Welcome from the parishes of St Bartholomew and Holy Trinity

Thank you for your interest in our school, which, unusually, is linked with two Church of England parishes, having been formed by the amalgamation of their separate schools in 1966. This means that both parishes are entitled to seats on the Governing Body for an Ex Officio and a Foundation Governor.

You will see from our recent SIAMS report just how deeply the school's Christian ethos is woven throughout the school and provides the bedrock of a profoundly pastoral and inclusive culture. This creates an environment in which everyone is seen, heard and valued, and encourages the children to care, not just for each other, but also for their environment and the wider community. They develop an awareness of social responsibility and join in enthusiastically with caring initiatives from beyond the school, for example with the Winchester Rotary Christmas Shoebox Appeal and giving food for the Unit 12 Community Pantry.



"In everything, do to others what you would have them do to you"

Matthew 7:12

Welcome from our parishes (continued)

The school is committed to the spiritual flourishing of its members, of all faiths or none. The week is framed with a pattern of Collective, Band and Class Worship, themed according to the Christian year, the school values, or topical subjects, and the children are encouraged to be reflective in their learning as they expand their worldview. The school is rooted in and highly regarded by the Diocese of Winchester and the children enjoy participating in its educational projects and the annual leavers' event at the Cathedral.

Our support for you

The clergy and members of St Bartholomew, Hyde, and Holy Trinity, Winchester, look forward to continuing to play an active part in school life. Our collaboration on site includes regular class visits in support of the RE curriculum, monitoring worship, supporting the Belief Council and the school prayer group, volunteering time to hear readers and offering pastoral support to staff. In our churches we are also delighted to host class visits, the school's Christmas and Easter celebrations and a special service for Yr 6 as they move on to senior school.

We are praying for you and all involved in the recruitment of our next headteacher and look forward to meeting you.

Christian Vision and Values

Growing together in love and peace, with courage, trust and friendship

Key Facts

Type of school
Primary, voluntary controlled

Age range
4–11 years

Location
Winchester, Hampshire

Intake
Mixed

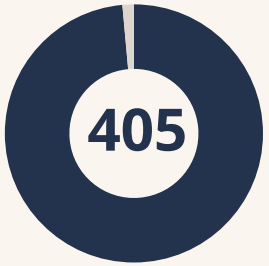
Religious character
Church of England

Diocese
Winchester

KS2 Progress Scores 2026

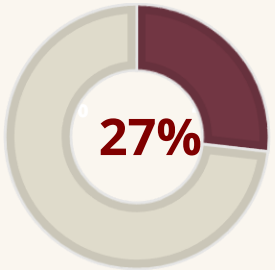
Reading	+3.86
Maths	+2.83
Writing	-0.25

Number on roll



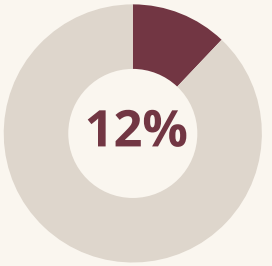
of 420 places

English as Additional Language



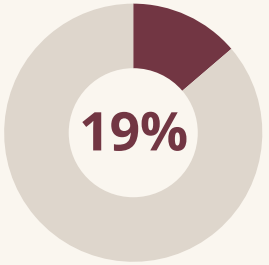
Non-EAL/EAL

Free school meals



48 pupils eligible

SEN pupils



58 SEN support + 20 EHCP

Pupil characteristics

Persistent absence: 11.8%[1]; Boys 52%, Girls 48%

KS2 results 2026

		Achieved Expected Standard	Achieved Higher Standard
Reading	St. Bede	88.3%	56.7%
	National	75.1%	31.0%
Writing	St. Bede	78.3%	15.0%
	National	73.1%	13.2%
Maths	St. Bede	86.7%	50.0%
	National	75.1%	27.0%
Spelling, Punctuation and Grammar	St. Bede	88.3%	46.7%
	National	73.8%	30.3%

Our Next Headteacher

"Listens to families and values our views."
Parent

"Makes time to listen to our ideas."
Pupil

"Trusts our expertise and helps us grow."
Staff

"Keeps every child safe and happy."
Parent

"Makes learning exciting for everyone."
Pupil

"Notices when we need help."
Pupil

"Celebrates every child's progress."
Parent

"Helps us do our best work."
Staff

Our school Community

"Values teamwork and new ideas."
Staff

"Showing us what is right and what is wrong."
Pupil

"Believes we can all achieve great things."
Pupil

"Gives us a clear, shared direction."
Staff

"Helps every family feel welcome."
Parent

"Is kind, fair and understanding."
Pupil

"Supports our wellbeing."
Staff

"Communicates openly with families."
Parent

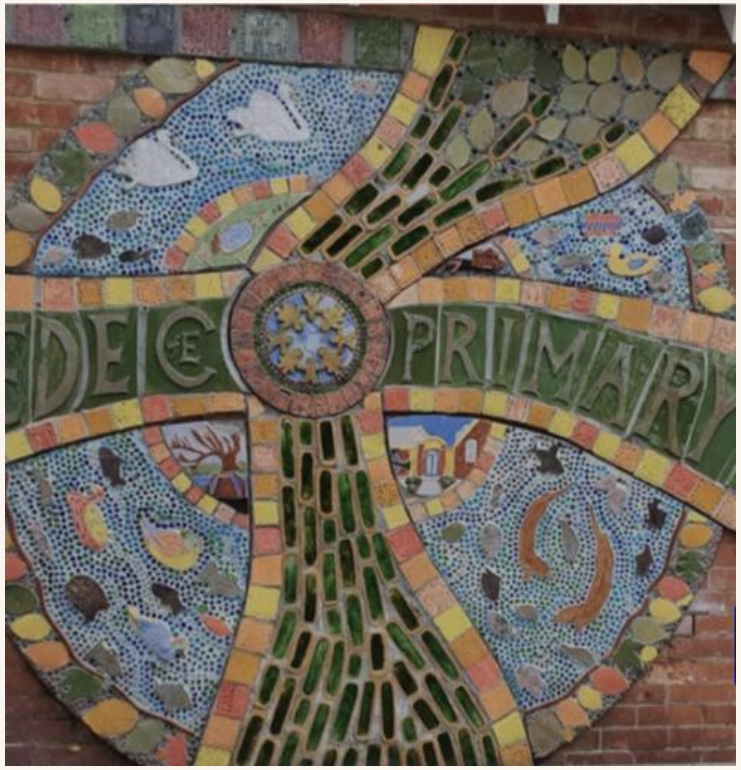
Key Tasks for the Headteacher's First Academic Year

- **Sustain what makes St Bede special.** Celebrate and build on our distinctive Christian culture, inclusive ethos and high educational standards, enabling every child at St Bede to flourish.

- **Enable our people to succeed.** Lead through others, creating the conditions in which teaching staff, support staff and leaders can do their best work, with clear responsibilities, trust, support and accountability. Develop their capability and confidence within a strong shared culture.

- **Make the best use of what we have.** Work with the people, finances, estate, community connections and wider resources imaginatively and sustainably, making near-term choices that deliver the greatest benefit for our pupils.

- **Create opportunities for the future.** Work with our school community to develop and deliver an ambitious and achievable vision for St Bede. Build new relationships and encourage innovation that will open new opportunities for our pupils, drawing on our churches, the diocese, local authorities and Winchester's institutions – in particular, exploring new partnerships with other schools.



Person Specification: Essential Criteria

Qualifications and professional development

• Qualified Teacher Status and evidence of sustained professional development relevant to primary education.

Educational and strategic leadership

• A successful senior leader in a primary setting.

• Secured high standards and improved pupil outcomes through curriculum, teaching and assessment.

• Able to demonstrate that you have high expectations for behaviour and personal development.

• Experience of setting direction and leading whole-school improvement and managing change effectively.

People, governance and resources

• Evidence of leading through others, developing staff, delegating responsibility and establishing accountability.

• Evidence of working constructively with governors and partners, enabling effective governance and oversight.

• Experience of strategic financial planning, budget management and educational resource allocation.

Safeguarding, inclusion and Christian character

• Secure knowledge of safeguarding and child protection, with evidence of creating and sustaining a strong safeguarding culture within a school setting.

• Evidence of placing children's safety, wellbeing and achievement at the centre of leadership decisions.

• Evidence of leading inclusive practice and improving outcomes for pupils with SEND, disadvantaged pupils and those facing other barriers to learning.

• Understanding of and commitment to Church of England education, with the ability to lead St Bede's Christian vision and inclusive ethos.

Innovation

• Demonstrate the confidence, judgement and experience to lead innovation and improvement, using evidence-based approaches to enhance outcomes, while maintaining the school's values and strengths.

Person Specification: Behaviours and Desirable Criteria

Leadership Behaviours

We will expect our headteacher to lead with the following leadership behaviours:

Integrity and judgement
Acts consistently with the school's values, explains decisions honestly and places children's interests first.

Openness and reflection
Listens carefully, seeks different perspectives, responds constructively to challenge and learns from experience.

Trust and accountability
Gives others responsibility and support, sets clear expectations and takes responsibility for their own decisions.

Courage and respect
Addresses difficult issues promptly and fairly, combining appropriate challenge with care for others.

Collaboration and approachability
Is visible and accessible, communicates clearly and works constructively with the whole school community.

Desirable Criteria

The successful candidate may also be able to demonstrate the following desirable criteria:

- National Professional Qualification for Headship or other relevant postgraduate qualification, completed or in progress.
- Leadership experience within a Church of England school.
- Experience of leading a larger primary school, or one of comparable complexity.
- Premises development, capital projects or strategic estate planning.
- System leadership, school-to-school improvement or educational partnerships with demonstrable benefits.

Person Specification:
How we will select our next headteacher

1. Essential criteria.

These describe the qualifications, knowledge, leadership ability and leadership behaviours that we believe are necessary to lead St Bede. **We will assess these criteria through application and selection activities**, seeking evidence of what candidates have led or contributed to, the judgements they took and the impact they made through their leadership in a primary school setting.

2. Desirable criteria.

These identify additional experience, knowledge and skills that could strengthen a candidate's contribution to St Bede. **We will assess these criteria during the selection activities.**

3. Our priorities for the next headteacher.

Alongside the professional requirements, we particularly want to understand how well-equipped candidates are to lead St Bede through its next chapter. Our priorities for the headteacher's first academic year are to:

- **Sustain what makes St Bede special**
- **Enable our people to succeed**
- **Make the best use of what we have**
- **Create opportunities for the future**

These priorities reflect the leadership St Bede needs from its next headteacher and help the selection panel distinguish between candidates. We will assess these aspects during the selection activities.

Final judgement

Our final judgement will draw on the evidence gathered across the process. Desirable strengths will not compensate for an unmet essential requirement, and no single exercise or numerical total will determine the appointment.

ST BEDE CofE PRIMARY SCHOOL

Visiting St Bede

We warmly encourage prospective candidates to visit. Please contact the school office to enquire about arrangements and available dates.

School office

01962 852463

stbedeoffice@
st-bede.hants.sch.uk

Find us

Gordon Road
Winchester
Hampshire SO23 7DD



Safeguarding and equal opportunities

St Bede Church of England Primary School is committed to safeguarding and promoting the welfare of children. We expect all staff, visitors and volunteers to share this commitment.

The successful candidate will be subject to appropriate safeguarding, safer-recruitment and pre-employment checks, including an enhanced DBS check.

St Bede welcomes applications from candidates of all backgrounds and is committed to treating everyone with dignity and respect.

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.

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!

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.

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.

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.

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.

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 County Council

The Dioceses of Portsmouth and Winchester

The Dioceses of Portsmouth and Winchester Diocesan Board of Education

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:
Hannah Inglis, 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.

Diocese of Portsmouth

DIOCESE of WINCHESTER