Headteacher

Application pack

UNIVERSITY OF WINCHESTER ACADEMY TRUST



Equipping our children with the knowledge and skills to navigate life successfully

Vacancy information and key dates

THE ROLE

Position: Headteacher
Start date: September 2027
Contract: Full-time, permanent
Salary type: Leadership scale
Salary range: L12 - L19
Address: Union Lane, Droxford, Southampton, SO32 3QR
Phone: 01489 877537
Local authority: Hampshire County Council

KEY DATES

Tours of the school - contact the school office to arrange
Closing Date: 18th January 2027 at 12 noon
Shortlisting: 21st Shortlist January
Interviews: Monday 8th & Tuesday 9th February 2027

RECRUITMENT ENQUIRIES CONTACT

hr@uwinat.co.uk



Welcome from the Chair of Governors

Dear Applicant,
Thank you for your interest in the position of Headteacher at Droxford Junior School.

This is an exciting opportunity to lead a highly successful and ambitious school as it begins an important new chapter in its journey. We are seeking an exceptional leader who shares our belief that every child deserves an outstanding education and will encourage and drive the positive characteristics set out in our Skills for Learning through the school. Alongside this we want a headteacher who will support and develop our talented team of staff and ensure that Droxford continues to deliver an inspiring and motivating learning experience for all the children at the school.

Droxford Junior School is a warm, welcoming and inclusive school situated in the heart of the beautiful Meon Valley. We are proud to serve children and families from a wide range of backgrounds and have built a strong reputation for high achievement, exceptional pastoral care and a rich curriculum that enables every child to thrive.

We are particularly proud to be one of only three Ambassador Schools for the South Downs National Park and to have retained our Outstanding Ofsted judgement in 2024. These achievements reflect the dedication of our staff, the enthusiasm of our pupils and the strong partnerships we have built with our families and wider community.
In November 2025, we became part of The University of Winchester Academy Trust, a trust whose values closely align with our own and which places collaboration, innovation and continuous improvement at the centre of everything it does. This partnership brings exciting opportunities for professional development, leadership collaboration and school improvement, whilst allowing us to retain the individuality and ethos that make Droxford such a special place to learn and work.

At the heart of our school are our values and our commitment to developing confident, compassionate and capable young people. We believe that our Skills for Learning and school values equip pupils not only for academic success, but also for the opportunities and challenges they will encounter throughout their lives. These principles underpin our decision-making, shape our culture and inspire our aspirations for every child.

Our curriculum has been thoughtfully designed to reflect both our local context and the wider world. We want every pupil to develop a love of learning, a sense of curiosity and the confidence to think independently and creatively. Through a broad and ambitious educational experience, we seek to prepare children to become successful learners, responsible citizens and positive contributors to society.

The appointment of a new Headteacher is a significant moment for our school. While we are proud of all that we have achieved, we are equally excited about the future. We are seeking a visible, values-led leader who combines strategic vision with warmth and compassion; someone who will nurture and develop our talented staff, strengthen partnerships with families, work collaboratively with governors and trust colleagues, and build upon our many successes to lead Droxford into the next stage of its development.

If you are inspired by the opportunity to lead a flourishing school, contribute to a collaborative trust and make a lasting difference to the lives of children and families, we would be delighted to hear from you.

We hope this recruitment pack provides a valuable insight into our school, our values and our ambitions for the future. We look forward to learning more about your experience, your leadership and your vision for the next chapter of Droxford Junior School.

Chris Woodgate, Chair of Governors

Welcome from the CEO of the University of Winchester Academy Trust

UNIVERSITY OF WINCHESTER ACADEMY TRUST

On behalf of the University of Winchester Academy Trust (UWinAT), thank you for your interest in the position of Headteacher at Droxford Junior School.

We were delighted to welcome Droxford Junior School into our Trust in November 2025. This was a natural progression following a successful period of partnership working between the school and our family of academies.

This role presents an exciting opportunity to lead a thriving school while becoming part of a collaborative and supportive trust community. We recognise that school leadership is both rewarding and demanding. As a UWinAT Headteacher, you will benefit from the support of a highly collaborative network of experienced school leaders, a dedicated central team providing expertise in areas such as human resources, finance and estates management, and a committed school team focused on delivering exceptional outcomes for pupils every day.

We are also privileged to enjoy a unique partnership with our sponsor, the University of Winchester. As a nationally respected provider of teacher education and educational research, the University offers specialist expertise, professional development opportunities and school improvement support that help drive excellence across our schools. This close relationship enables our staff to access high-quality training, cutting-edge educational thinking and valuable opportunities for collaboration and development.



Nicola Wells, CEO & Executive Headteacher Barton Farm Primary

What support does UWinAT provide its Headteachers?

At UWinAT, we are committed to ensuring our Headteachers can focus on what matters most: leading teaching and learning and improving outcomes for children. Our Headteachers benefit from:

- A strong network of supportive and experienced colleagues who work collaboratively to share expertise and solve challenges together.
- Dedicated central services covering finance, HR, estates, governance and compliance.
- School improvement support, professional challenge and strategic guidance from experienced trust leaders.
- Access to the expertise, training and research opportunities provided through our partnership with the University of Winchester.
- High-quality leadership development and coaching opportunities.
- A culture built on trust, professional autonomy and shared responsibility for the success of every child across our family of schools.

Together, these elements create an environment in which Headteachers are empowered to thrive, develop their leadership and make a lasting difference to the communities they serve.

UNIVERSITY OF WINCHESTER ACADEMY TRUST

OUR VALUES

UWINAT



AMBITIOUS

We aim high, embrace challenges & strive to be our best selves every day



COLLABORATIVE

We work together, challenge one another and celebrate our shared achievements



CURIOUS

We ask big questions, think hard, and love learning



INNOVATIVE

We think creativity, try new approaches, and look for better ways to solve problems



NURTURING

We support, encourage and care for one another so that everyone can grow, belong & flourish

Frequently Asked Questions:

What does it mean to be employed by the University of Winchester Academy Trust?



Q. Will my pay change?

A. We follow Hampshire pay scales & terms and conditions

Q. Will my pension change?

.A. Your pension stays the same

Q. Who is my employer?

A. Your employer is the University of Winchester Academy Trust

Q. Do you offer employee benefits?

A. We offer a range of benefits including free eye tests, flu jabs, cycle to work scheme, access to employee support etc.

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Key Facts

Droxford Junior School

'To inspire and educate for life'

Type of school

Junior, Academy

Age range
7–11 years
Location
Droxford, Hampshire
Intake
Mixed

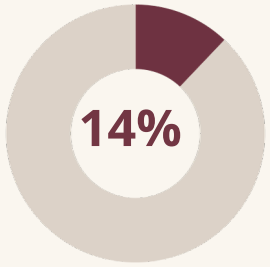
Pupil characteristics

Number on roll



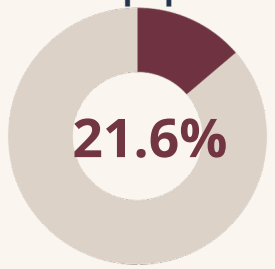
of 180 places

Free school meals



24 pupils eligible

SEN pupils



30 SEN support + 6 EHCP

KS2 Results 2026

	Reading		Writing		Maths		Combined (Reading, Writing and Maths)		Grammar, Punctuation and Spelling	
	Achieved Standard	High Score	Achieved Standard	High Score/Greater Depth	Achieved Standard	High Score	Achieved Standard	High Score/Greater Depth	Achieved Standard	High Score
National 2026	75%	31%	73%	13%	75%	27%	63%	9%	74%	30%
Hampshire 2026	75%	31%	73%	14%	75%	26%	63%	9%	72%	27%
Droxford 2026	74%	42%	74%	23%	76%	34%	66%	11%	76%	16%
Droxford 2025	85%	49%	80%	24%	80%	29%	68%	17%	78%	29%

Our Next Headteacher

Sports and outdoor ed conscious
Staff

Firm but fair
Pupil

Empathetic
Staff

Creative approach in all it's definitions
Staff

Sense of humour
Pupil

Our school community

Have a dog
Pupil

Keep the open door policy going
Staff

Trustworthy - Calm
Staff

Kind (not likely to shout)
Pupil

Being in touch with classroom practice
Staff

Key Tasks for the Headteacher's First Academic Year

•**Sustain what makes Droxford special.** Celebrate and build on our culture, inclusive ethos and high educational standards, enabling every child to flourish.

•**Enable our people to succeed.** Lead through others, creating the conditions n 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 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 Droxford. Build new relationships and encourage innovation that will open new opportunities for our pupils, drawing on our relationships within the University of Winchester Academy Trust, local authorities 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,

•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 centreof 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 a commitment to working in collaboration with other University of Winchester Academy Trust schools.

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 successfulcandidate may also be able to demonstrate the following desirable criteria:

- National Professional Qualification for Headship or other relevant postgraduate qualification, completed or in progress.
- 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 Droxford. **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/junior school setting.

2. Desirable criteria.

These identify additional experience, knowledge and skills that could strengthen a candidate's contribution to Droxford. **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 Droxford through its next chapter. Our priorities for the headteacher's first academic year are to:

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

These priorities reflect the leadership Droxford 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.

Visiting Droxford

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

Union Lane
Droxford
Southampton
SO32 3QR

Phone: 01489 877537
Email: adminoffice@droxford.uwinat.co.uk



Safeguarding and Equal Opportunities

The University of Winchester Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. Candidates that are shortlisted will be subject to an online check. All successful candidates will be subject to an Enhanced Disclosure and Barring Service check (DBS) along with other relevant employment checks, including Children's Barred List. Prior to interview, an online search will be carried out on information that is publicly available as part of our due diligence on shortlisted candidates.

Equality Monitoring
All applications will be required to complete an Equality Monitoring form.