



WALLOP PRIMARY SCHOOL

HEADTEACHER RECRUITMENT INFORMATION PACK

Letter from the Chair of Governors

Dear Applicant,

Thank you for registering your interest in considering making Wallop Primary School your new home by becoming our next Headteacher.

Our Governors are actively seeking a senior leader with the drive, ambition, resilience, passion to take Wallop Primary School forwards in its journey and become a part of shaping and delivering our future.

Our school is on a journey and that is an important point for you to know, We have a clear vision of what we want to be and in some cases the changes that need to be made, but we now are looking for a new leader to join the journey and provide the guidance that the school needs day to day allowing the staff and pupils to be their best every day. A lot of work has been done to get the school ready for moving forwards and we all believe we are ready and eager to embrace the next chapter.

We are a small governing body with some experienced members and some new members who are excited about joining us and who bring with them a broad range of skills and experiences which will add much to our board.

Many of our teaching staff have been with the school for a long time which is testament to the way the school operates and the family feeling that the school has. Education has been a tough environment for many since 2020 and the financial pressures don't make the job any easier. But if you are interested in joining us, you will know all about those pressures already as they are not unique to us.

We have a diverse school population with over half of our pupils being children of service personnel stationed at the Army Aviation Centre, Middle Wallop, neighbouring our school, which brings a unique, enriching and challenging dynamic.

We particularly welcome applications from heads or deputy heads who may be at the start of their headship career and would like an opportunity to drive a school forward.

This recruitment information pack should give you a feel for our school. If you are interested in applying to Wallop, we encourage you to come to visit the school to see first-hand what we can offer you. We will be delighted to meet you, show you our school, and answer any questions you might have.

To arrange a visit, please contact the school office by emailing: adminoffice@wallop.hants.sch.uk or telephoning us on 01264 781216.

We look forward to hearing from you.

Nick Slater

Chair of Governors

About our School



Wallop Primary School is set within the village of Nether Wallop, one of “the Wallops” villages consisting of Nether, Over and Middle Wallop. We have great facilities including huge touchscreens in every classroom. We have a large multi-use school hall and a well-stocked library. We have our own kitchens which can make fresh, home-made meals on a daily basis and also provide morning snacks for the children.

Our outside environment is really special, with adventure play areas, a couple of playgrounds for different activities and a large sports field with outdoor gym equipment and forest school area.

We currently have 122 children on roll with approximately sixty six percent service families, We pride ourselves on caring for each and every child throughout the school and are well-equipped to help nurture our services families and have rigorous systems in place to cater for student mobility.

At our last Ofsted Inspection in May 2023, we remained as a “good” school. We strive to continue this good rate of improvement under the direction of our new Headteacher. We strive to ensure that we continue to provide an excellent education for all of our pupils.

Our aim is to give children a supportive education, full of opportunities, where they flourish and are inspired to achieve their personal best. We want our children to be passionate about their learning and are looking for an ambitious and inspirational Headteacher who will thrive on this challenge.

Our Community



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

The School Community

Wallop Primary School is at the heart of three villages (Nether, Over, and Middle Wallop) and two parish councils and we consider ourselves to be an integral part of the wider community. Groups of children often explore the village environment as part of their topic work and local visitors share their knowledge of the locality.

We have strong links with the armed forces, are hugely proud to be a Bronze award within the employer recognition scheme and wholly support the Armed Force Covenant. We have a close affiliation to the Army Air Corps who are the parent corps at Middle Wallop but many of our children also have one or more parents who may be REME or other support arms based at Middle Wallop Army Aviation Centre. We also have children with parents who may be based at Army HQ in Andover.

We have a close link with Danebury School where many of our children go on to as their secondary school.

We invite outside agencies to work with our children, such as Active 360, who provide specialist sports coaching. With our huge and beautiful school grounds we host many of the interschool sports events for the surrounding primary schools including: football, rugby and cross country running.

Our PTA plays a key role in raising money to fund additional resources for the children and works together with staff to arrange our many events. They also regularly fund special projects that benefit the school.

Our Vision and Values

‘Grow, Learn, Aspire Together’.

The School's Vision

At Wallop Primary School we have an aspirational culture, where high expectations and self-motivation enable every individual to attain personal success, manage their health and wellbeing and take pride in their achievements.

We strive to be a community where children grow, learn, and aspire together. Through engagement with our British values children will become role models to each other, fully prepared for life in modern Britain.

We treat all of our children as individuals to give them the best possible education and prepare them for life.

We aim to promote a love of learning within a secure and welcoming community in which every person matters.

We want our learners to GROW to be self- confident children able to achieve their full potential; fully able to recognise and celebrate their own strengths as well as being equipped to identify areas for development and improvement.

Where children LEARN from a vibrant curriculum, inspiring children to become life-long learners equipped with the tools to ask questions, research, analyse information and question accuracy. Wallop Children will be prepared for a world that is constantly changing.

We want the children to ASPIRE so that they accept no limitations, who aspire to be the best that they can be, are encouraged and supported in their ambitions and to ‘dream big’.

In doing this they will work TOGETHER to collaborate and communicate their ideas effectively; they recognise and value their role within the various communities to which they belong; Children who are able to make friends across the school, with older children becoming role models for younger ones; able to deal with disagreements in an understanding manner. Wallop children are proud of their school, their wider community and the part they play within those.

We recognise the vital role of the family in the development of the whole child and know that children thrive when they feel safe, cherished and valued. We strive to create a strong supportive relationship, in which school and family work hand in hand.

Our Values

At Wallop Primary School it is our aim to raise standards by promoting a school ethos which is underpinned by core values. These values support the development of the whole child as a reflective learner within a calm, caring, happy and purposeful atmosphere.

We, therefore, give regular thought to how values can be used to support the child as a reflective learner and promote quality teaching and learning.

In our society children are increasingly encouraged through advertising to think of happiness as something which can be found simply in the material world. They are generally encouraged to experience life in a world which is external to their inner selves.

As a school community we believe that the ethos of the school should be built on a foundation of values.

We have 4 main values:

Determination Care Cooperation Respect

With a further 18 values being taught over a 2-year cycle.

Values at Wallop Primary School



Determination



Hope
Courage
Positivity

Care



Happiness
Thoughtfulness
Love
Friendship
Appreciation
Empathy

Cooperation



Peace
Patience
Tolerance
Unity

Respect



Trust
Responsibility
Honesty
Humility
Freedom

Job Description and Key Tasks

We are seeking someone who:

- Has a clear vision for teaching and learning as well as the wellbeing of children, staff and parents.
- Sets high standards and leads by example: demonstrating integrity and creativity.
- Is open and collaborative with stakeholders. An active listener and a reflective leader; communicating effectively with pupils, staff, parents and governors.
- Has a strategic overview of school improvement, making timely decision that drive positive outcomes.
- Creates a culture where staff are motivated, trusted, and encouraged to take the initiative and make decisions, and where they will feel supported to develop their own skills as leaders.
- Is charismatic, caring and aspirational and would like to join us on the next step of our journey.

For full details please refer to the role of Headteachers as defined by the National Standards for Headteachers (link [HERE](#)) and for conditions refer to School Teachers' Pay and Conditions 2023 (link [HERE](#)).

Key Tasks

The Governors have identified the following Key Tasks for the newly appointed Headteacher, linked to the School Development Plan, for their first year in post and the next part of our journey:

1. To further develop and embed our inspiring and ambitious curriculum, through high quality inclusive teaching and learning, that leads to strengthened outcomes for all groups of pupils.
2. To develop the leadership skills of all our staff and provide relevant, up to date continued professional development opportunities, within a supportive and inclusive working environment where all staff feel valued, listened to and empowered to play an integral part in making Wallop Primary School the best that it can be.
3. To work with the Governors and Hampshire County Council to stabilise the financial position of the school.
4. To foster a positive relationship with stakeholders, rooted in mutual respect, which recognises the diversity of the Wallop Primary School Community ensures that all stakeholders have the opportunity to make a valued contribution to the school.

Person Specification

Factor	Essential	Desirable
Professional qualifications	Qualified teacher status.	
	Evidence of significant and relevant further professional in-service training and continuing professional development.	National Professional Qualification for Headship. Masters or other professional qualification.
Experience	Headship or significant senior leadership experience across the primary phase (a minimum of 3 years)	5 Years of senior leadership experience Experience of key stages 1 and 2 and Early Years
	Experience of SEND and meeting the needs of SEND children	
	An awareness of financial planning and the factors that influence decision making in schools.	Experience of raising extra revenue
	Ability to line manage members of staff and negotiating staffing challenges to ensure positive outcomes for children	
	A DSL or Deputy DSL working within a strong safeguarding culture	
	Evidence of successfully implementing and embedding school improvement strategies and evaluating their impact.	
	Experience of consistently reinforcing a whole school behaviour strategy, that is sensitive to the needs of all children, staff and families.	
Teaching and Learning	Is an excellent teacher who has a good understanding of effective high-quality teaching and learning and can inspire and develop others.	.

	Has a deep understanding of curriculum design and implementation.	
	Able to monitor, evaluate and improve the quality of teaching and learning and have evidence of impact for all children	
	Has an appreciation of the role research and theory can play in supporting teaching and learning.	
	Can articulate how to engage children through inspiring learning environments.	
Shaping the future	Is able to articulate and implement a strong, clear vision for high quality education.	
	Has experience, and is personally responsible for, leading and bringing about successful school improvement and can demonstrate how this has impacted the school positively, specifically on pupil achievement.	Experience of developing children's understanding of citizenship - locally, nationally and globally.
	A commitment to working with families as partners to drive improvements	-
Self-development and working with staff	Can demonstrate the ability to forge successful learning relationships with all staff to achieve the school's aims.	
	Able to manage own workload and that of others, in order to maintain an appropriate work/life balance.	Experience of cross school collaboration, including transition points, e.g., Working with feeder preschools, Foundation Stage to KS1
	Ability to recognise when own skills and experience need further support in order to meet the needs of the school.	
	Experience of planning and leading staff development initiatives.	
Managing the organisation	Able to build and motivate a strong team, to enable all staff to carry out their respective roles to the highest standard and to work effectively together to deliver school improvement.	

	<p>Has experience of leading performance management and other staff development procedures.</p>	
<p>Personal skills and attributes</p>	<p>Approachable and caring, forms constructive relationships with all, and has a high level of commitment.</p> <p>Has a presence that inspires confidence and trust, and an ability and willingness to delegate.</p> <p>Adaptable to changing circumstances, new ideas and different leadership styles.</p> <p>Is capable of making reasoned judgements and to take difficult decisions, conveying them clearly, positively and sensitively.</p> <p>Energetic in pursuit of excellence and driving the school to meet challenging targets.</p> <p>Can intuitively relate to children’s needs and respond in a way that is appropriate to the child’s individual personality and situation.</p> <p>Is emotionally robust and supportive of others.</p> <p>Excellent communication skills and the ability to deliver effectively to a range of stakeholders</p> <p>The ability to manage conflicting priorities whilst maintaining a positive work/life balance</p> <p>Has experience of working with external agencies and services such as Primary Behaviour Services and other agencies, to ensure that all children are supported in a consistent manner to positively engage with all aspects of the school's broad and inspiring curriculum.</p>	

Application Procedure

Wallop Primary School Headteacher (Starting April or September 2025)

Salary Details: L12 – L18 (£65,286 - £74,926)

Selection Procedure

Candidates should complete the application form and return it via email so that it is received no later than **noon on 9th January 2025**.

Email: htrecruitment@hants.gov.uk

When submitting your application, please use the following format as the email subject heading: School Name – Position – Your Name.

You should provide a full statement in support of your application, which should **not exceed two sides of A4 paper**. Please do not restate the factual details already included elsewhere on the application form.

The shortlist will be drawn up on **13th January 2025** and the interview process will take place on the **23rd and 24th January 2025**. Further details will be sent to those candidates called for interview.

Applicants will be advised within 3 working days after the shortlisting date whether they have been successful or not.

Failure to send your application form to the above email address may invalidate your application.

Equality Monitoring

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

Receipt of Application

Applications are acknowledged within 2 working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately at htrecruitment@hants.gov.uk

Safer Recruitment

Wallop Primary 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 & Barring checks along with other relevant employment checks.

School Visits

Visits to the school are warmly welcomed by appointment.

Please contact the school office on 01264 781216 or adminoffice@wallop.hants.sch.uk to book an appointment.

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.

Education in Hampshire

Choosing to teach in Hampshire may be the best move you can make. As one of the largest authorities in the country, we can offer an unrivalled diversity in teaching opportunities; from the challenges of the urban and city school through to the rural primary which will provide a vibrant environment for development and promotion.

Hampshire schools are encouraged to operate and develop in a way which serves their local community, reflecting the cultural diversity the county has to offer. We feel this is best achieved through local management, with the Local Authority providing a supporting role wherever needed.

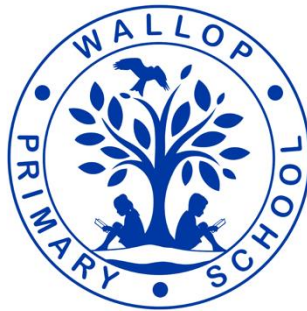
The county of Hampshire has over 170,000 school-age children in approximately 438 primary, 71 secondary and 26 special schools and other provisions. Whilst the majority are community schools, the LA has forged strong partnerships with Diocesan Bodies, and seeks to maintain the provision of places in Church schools. The county has 26 special schools, with an additional 42 units in mainstream schools, providing education and support for children with moderate, severe or complex learning difficulties, physical and sensory disabilities, and emotional and behavioural issues.

Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students with the Local Skills Council.

With the County Office in Winchester, Hampshire Authority has an established network of advisors which provides a responsive and flexible service to the schools in their respective areas. There is also a strong ethos for collaboration and liaison, with regular meetings of Head teachers in phase, cluster and area groupings, aimed at maintaining a policy of communication and cooperation with the LA and between schools.

In Hampshire, we pride ourselves on providing first-class learning opportunities for our teachers both internally and with outside course providers. For new Head teachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Head teachers and LA colleagues.

Hampshire's most recent Annual Performance Assessment confirmed that we are an Authority that provides excellent education and has an excellent capacity for further improvement. We are continually looking for innovative ways of improving standards in our schools, which can only be achieved through a commitment to our staff. To find out more about Hampshire and what it has to offer, visit our website at www.hants.gov.uk. Hampshire has a lot to offer. We hope you will join us.



Wallop Primary School

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