



*Every Child, Every Future, Every Day*

# Hook Infant School

## Headteacher Information Pack





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# Welcome from our Chair of Governors

Thank you for your interest in the position of headteacher at Hook Infant School. On behalf of the Governing Body, I am delighted to introduce you to our school and to share what makes our community such a rewarding and inspiring place to lead.



Hook Infant School has a long-established reputation for being a warm, inclusive, and ambitious environment where children are encouraged to thrive both academically and personally. Our children are enthusiastic, curious and full of energy; they benefit from a staff team who are deeply committed to nurturing a love of learning from the beginning of each child's educational journey.

We are proud of the strong relationships that exist across our school between staff, families, governors, and, of course, the children themselves. These partnerships create a supportive and collaborative culture where everyone works together, aiming to ensure that every child feels valued, confident, and prepared for the next stage of their education. Our well-resourced learning spaces, including our outdoor areas, enable us to offer rich and varied experiences that spark imagination and encourage exploration.

As our new headteacher, you will bring vision, passion, and leadership to continue building on the school's successes. We are seeking someone who shares our values, believes wholeheartedly in the potential of every child and can inspire and empower staff while driving continuous improvement. You will join a dedicated and experienced team, supported by an engaged governing body and a community that takes great pride in its school.

We warmly encourage you to visit us. Seeing Hook Infant School in action: the purposeful learning, the joyful atmosphere and the high expectations that underpin everything we do will give you the best sense of what makes our school so special.

Thank you once again for considering this opportunity. We look forward to receiving your application and learning about the qualities and experience you could bring to Hook Infant School.

Yours sincerely,

*A. Collier*

**Alison Collier**  
Chair of Governors





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## What Makes our School Special?



Hook Infant School is a welcoming, values-driven four-form infant school for children aged 4-7 in the heart of Hook village in Hampshire. We are a relatively large infant school with 334 children and the capacity for 360, and are fortunate to have bespoke, standalone buildings for each year group, with early years and year 2 hubs either side of our beautiful main building, which hosts reception, our library, children's kitchen, hall and year 1 classrooms.

Serving a diverse mix of families, we work closely with feeder pre-schools, Hampshire County Council and local junior school (Hook Junior School, located next door). Colleagues and visitors often comment on our warm atmosphere, structured routines and stimulating learning spaces. Our aim is a happy, safe environment that inspires children to become confident, caring and independent learners; safeguarding is fundamental to all we do.

We retain experienced, longstanding staff, who work as a community to provide a happy, secure and interesting environment where children are motivated to learn, valued as individuals and encouraged to achieve their full potential. We explore and encourage pupil voice with a thriving Student Council and have an experienced, expert governing body who take pride in working closely with the school.

Our state-of-the-art Early Years building for our reception children allows them to settle into school life with their own exclusive early years' playground, field and outdoor learning garden. This enables bespoke play-based provision specifically for their age group, introducing them gently to the school environment. Our specialist team oversee play-based continuous provision, rich reading environments using our popular Phonics scheme Anima, vocabulary support, structured transitions and outdoor play.



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## What Makes our School Special?

As children move through Year 1 and 2, we are fortunate to have plenty of space to ensure they can learn both indoors and outdoors, using our book nook, sensory garden, playgrounds and outdoor learning area with firepit, keeping lessons engaging and exciting. Children are encouraged to go outside in all weather and our Greener Schools programme prioritises wellbeing, sustainability and resilience.

Fox class provides tailored support for children with additional needs, combining specialist staff with mainstream integration to help every pupil reach their potential.

Our school values are at the core of our behaviour systems with rewards and recognition for displaying positive actions and decisions; as a result, children are courteous, confident and have excellent behaviour and attitudes towards learning.

Children often tell us one of the best things about our school is lunch! Our healthy, delicious school food is cooked onsite by Pabulum Catering. All children are entitled to a free school meal that includes a nutritious lunch, dessert, bread and salad, all freshly prepared daily on site: lasagne and roasts are firm favourites. We also have a thriving parent teacher association, the HSCA, which organises fun community events throughout the year including festivals and fairs for the children and dances and evening events for adults, raising considerable funds for the school.

Our school website: [www.hookinfants.co.uk](http://www.hookinfants.co.uk) and official Facebook page link to our weekly newsletters celebrating the children's achievements, news and our exciting school events.

Our most recent Ofsted inspection was in April 2025 and the school was graded Outstanding in all five key areas. You can read the full inspection report [here](#)



Ofsted noted that:

***'This school holds unmissably high ambitions for all pupils. Children receive an excellent start to their education in early years and continue to flourish throughout the school.'***

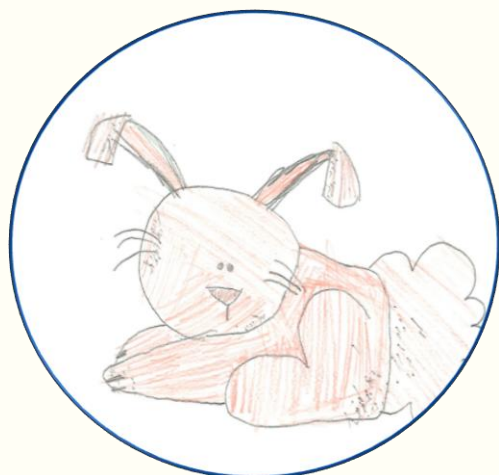
***'Every pupil is valued as an important individual within this caring community.'***

***'Nothing is left to chance in this school as it continuously refines and refresh an already strong curriculum.'***



## Our School's Vision and Values

At Hook Infant School we work together as a community to provide a happy, secure and stimulating environment where children are motivated to learn, are valued as individuals and encouraged to achieve their full potential.



*Respectful Rabbit*

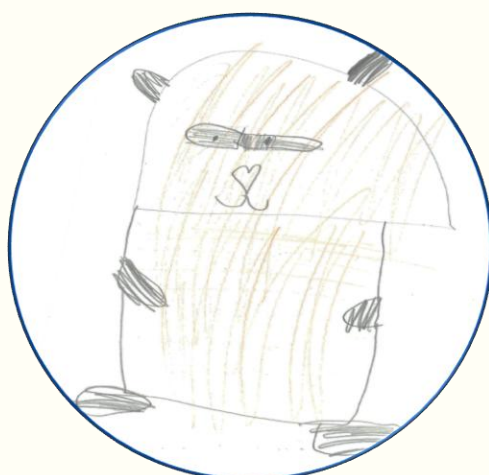


*Teamwork Tiger*

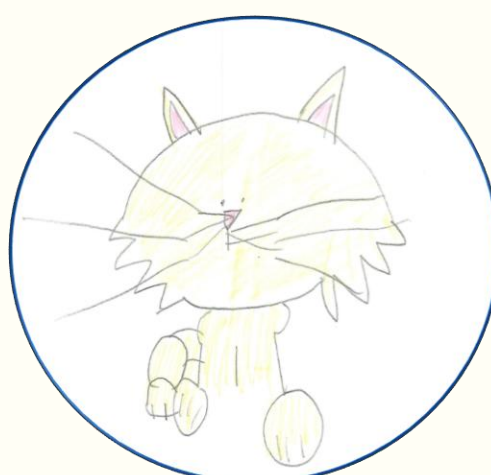


*Kind Koala*

### Hook Infant School Values



*Persevering Panda*



*Courageous Cat*





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## About Hook



Hook is a charming village nestled in the heart of the Hampshire countryside. It offers quiet community and scenic walking trails, enabling a peaceful escape, whilst also being conveniently close to a range of amenities.



The village is home to Bassetts Mead Country Park, a beautiful 20-hectare park perfect for nature lovers and Odiham Castle, a medieval castle with historical significance. We have charming pubs and restaurants, local cafes and two thriving community centres located close to our school.



Hook is well located, being 20 minutes away from either Basingstoke to the west, Reading to the north or Farnborough to the east. Each of those offer a range of leisure activities such as shopping, bowling, cinemas and a range of restaurants.

We are also well connected with trains which take you into London within an hour, direct M3 motorway access and we are a 15-minute drive to the M4 which makes Hook an ideal base for exploring the region.

The village's growth and development have been rapid due to the desirable location, with new housing and amenities being built to meet the needs of our growing population.

We attract many families due to our excellent schools as well as people who enjoy a mix of countryside, plentiful amenities and a welcoming community.





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## What our Children Say...

**Qualities needed to be our headteacher:**

“Kind”

“Happy”

“Caring”

“Interesting”

“Respectful”

“Helpful”

“A little bit strict”

“Friendly”

**What our headteacher does:**

“Talks to grown ups”

“Keeps us safe”

“Takes care of the school”

“Makes sure everyone is okay”

“Checks everybody is learning”

“Comes to see everyone working in the classroom”

“Tells parents when you are good”

“Looks at the children’s books”

“Shows grown ups around the school”

“Reads with the children”

“Gets Mr Campbell to fix things”

**Our Year Rs said...**

“Sparkly clothes”

“Someone smiley”

“Someone with blue hair”

“Someone who is kind, courageous, persevering, teamworking and respectful”  
(our values)

“Someone who can give the celebration certificate”

“Smart clothes”



**Governors note – blue hair and sparkly clothes are optional, though if you do have them, they would clearly delight our children.**



## What our Staff Say...

**We would value these qualities in our new head:**

“Caring, kind and empathetic.”

“Has the children's best interest at heart.”

“Cares about staff wellbeing.”

“Approachable to children and staff alike.”

“Fun with a sense of humour.”



“Clear communication – keeps staff informed, explains decisions and listens.”

“Someone who knows the children and understands what it is like day to day 'on the ground' in classrooms.”

“Builds trust by being visible, approachable and willing to model practice.”

“Communicates clearly, warmly and regularly with families, supporting staff”

“Someone who can make fair decisions with the best interest of the staff and children.”

“Demonstrates a deep understanding of the very different needs of pupils, including those from a wide range of socio-economic backgrounds.”

“Is committed to equity, inclusion, and high expectations for all learners.”

“Can lead with empathy, clarity, and collaboration, supporting staff while keeping pupils’ needs at the centre of decision-making.”



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## What our Parents Say...



I could not love Hook Infant School more. It is a very special place. The staff are incredibly nurturing, kind and bring out the best. Our child is happy here.

My child is learning to be confident and is exposed to a wide variety of interests and activities.

My child feels safe and happy here.

The best thing about Hook Infant School is the school community and the supportive environment.

My child loves their teacher.

There is a lovely curriculum full of many different opportunities for the children's learning across the different subject areas and different experiences are incorporated into the year such as school trips, dress up days and practical activities within the woodland.



# Our Next Headteacher

At Hook Infants we are seeking the right person to join and lead our school. Our new headteacher will be:

## **Personal Attributes and Leadership**

- Kind, nurturing and inclusive, ensuring all children feel safe and valued at our school.
- Inspirational and motivational for our staff, balancing a warm, open culture whilst ensuring that the team work hard to achieve successful learning outcomes.
- Trustworthy so that our parents and members of the community will have full confidence in our school.
- Collaborative with our governors to ensure the school is as successful as possible.
- Innovative to act on opportunities to further serve our children and our community.
- Confident managing a vision for the school, ensuring everybody is bought into the vision and delegating across the team to ensure that the vision is met.

## **Professional Qualifications**

- A QTS holder who demonstrates a commitment to professional development across their career.

## **Teaching and Learning Experience**

- Confident managing our children's behavioural, emotional and educational needs.
- Experienced delivering excellent learning outcomes whilst fostering children's love of school.
- Inclusive towards children with SEND needs, with demonstrable experience delivering strong outcomes for all children.

## **Safeguarding**

- Someone who prioritises safeguarding, ensures that all children are safe and has experience as a Safeguarding Lead (DSL or DDSL) .

## **Leadership Experience**

- A leader with a minimum of 3 years-experience in a senior leadership position.
- Able to manage a budget, driving value for money and strong outcomes against a financial plan.
- Experienced in setting targets, managing performance against those targets and driving standards within a school.
- Confident in people managing, developing people and experienced in leading teams.
- Decisive and able to implement effective policies and practices for the school.
- Experienced managing data, keeping accurate records and leveraging systems which make the school more effective.





# Our Next Headteacher

## **Duties and Responsibilities**

We expect that our Headteacher will:

- educationally inspire and motivate staff, children, parents, governors and others in the wider community
- cultivate a happy, healthy, inclusive and successful school, fostering a high level of morale
- hire, lead and deploy staff, defining tasks, job specifications, and training and development ensuring excellent standards of professional competence are maintained
- promote a wide range of extra-curricular activities which can be accessed by all children
- implement all policies with the governing body and ensure their regular review and updating
- develop and support a highly effective management team to drive the school forward
- lead the creation and implementation of strategic planning, underpinned by sound self evaluation and financial planning, to maximise school opportunities
- manage the school budget according to the terms of reference provided by the governing body
- lead, implement, manage, monitor and evaluate the health and safety policy and procedures to safeguard the welfare of all authorised persons on the school premises,
- positively encourage care of the school buildings and environment so that they provide a welcoming, attractive, comfortable, safe and stimulating work environment
- provide a rich, broad and balanced curriculum while meeting the requirements of the Foundation Stage Curriculum, the National Curriculum and current educational initiatives
- put the Children Act 2004 (Every Child Matters) at the heart of all planning and provision, with due reference to The Children's Plan (2007)
- remain familiar with all legal requirements which relate to the school, as well as key educational developments and to keep governors informed of these
- maintain regular communications to ensure that children and their parents are regularly informed of the progress being made and steps taken to support development
- develop effective links with the community to extend the curriculum and enhance teaching and learning
- foster and maintain strong links with feeder pre-schools and local schools and ensure that effective transition arrangements are put in place between establishments
- ensure that up-to-date records on all children and staff are maintained in an appropriate manner
- prepare and submit to governors regular and informative reports as may be necessary for the governing body to discharge its responsibilities
- establish procedures and systems enabling the efficient storage, retrieval and return of information whilst observing the law on data protection and freedom of information
- ensure that the management, finance, organisation and administration of the school supports the vision and aims

*To be read in conjunction with the [Head Teacher Standards](#)*

# Key Priorities for the First Year in Role

## 1. Empower leaders in a drive for excellence that benefits every child

Support, develop and empower subject and specialist leaders to ensure outstanding classroom practice and inspiring, inclusive curriculum and promote challenge and enrichment for all children.

## 2. Develop and build relationships across the school community

Build secure, trusting and collaborative relationships with children, staff, parents, governors and the wider community, continuing the positive partnerships already in place and developing a shared sense of purpose to further serve the children.

## 3. Explore innovative opportunities for financial growth and development

Consider a range of opportunities to enhance the existing outstanding school provision and ensure financial stability.

## 4. Build on existing strengths and expand staff well-being

Maintain and enhance the school's existing strengths in teaching and learning, continuing a culture where staff feel supported, access excellent continuing professional development and where wellbeing is prioritised.

## 5. Conduct rigorous whole school self-evaluation

Use effective, meticulous whole school self-evaluation to develop a strategic vision for leaders, teachers, behaviour, curriculum and teaching and learning to establish priorities for the future of the school.





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# Education in Hampshire

## 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 see [Inclusion and Diversity Partnership](#) for more information.

### **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 Resource 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 advisors providing responsive and flexible support.



# Education in Hampshire

## 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.

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





# Application Procedure

## **Application Procedure**

Candidates should submit the application form no later than noon on 13<sup>th</sup> March 2026.

If you have any difficulties submitting the application form please contact:  
[htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk)

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.

## **Selection Procedure**

The shortlist will be drawn up on 17<sup>th</sup> March 2026 and the selection process will take place on 16<sup>th</sup> and 17<sup>th</sup> April 2026. Further details will be sent to those candidates called for interview. Applicants will be advised after the shortlisting date whether they have been successful.

## **Safer Recruitment**

Hook Infant 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 and Barring Service checks along with other relevant employment checks.

## **Equality Monitoring**

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

## **Privacy Notice**

The school collects information about you 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 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 would like to know more about the way we collect or use your data.





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Visits to the school by appointment are warmly welcomed and encouraged. Please contact the school office to arrange a mutually convenient time.



We look forward to hearing from you.

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