



Welcome to St Michael's C of E Infant School

Headteacher Recruitment Pack

'Learning Together with Love at the Centre'



Contents

"Your word is a lamp to my feet and a light to my path"
Psalms 119:105

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The St Michael's Community

"Love is what holds you all together in perfect unity"
Colossians 3:14

St Michael's C of E [controlled] Infant School sits in the southern part of Aldershot within easy access to the town centre and Aldershot railway station. This is a popular, established residential area and is in walking distance to the Parish Church of St. Michael the Archangel, local parks and outdoor areas. Our catchment serves a richly diverse neighbourhood, including military families and a significant Nepali community. We are proud of the warm welcome and inclusion that the school gives to all our children and families. We believe in working in partnership and unity with others, and have strong links with the Guildford Diocese, our local church and St Michael's C of E [controlled] Junior School.

” **What makes St Michael's a special place?** *It's passion for community spirit. It's diversity and a love and kindness that is shared . The community knows this school and the community is proud of it too.*
“ *Parent view*

Our School

St Michael's is a three-form entry infant school and is a popular choice amongst families due to the welcoming, nurturing approach that values each child.

When joining our school, it is like being part of a family with members that care for and look after each other. We are an inclusive community, and our aim is that all children should feel safe, valued and respected.

We are exceptionally proud of everything that we achieve through hard-work, dedication and a shared belief in our children.

”
“ *St Michael's has a strong child-centred and inclusive ethos where all children are valued, supported and encouraged to succeed.*
Staff View



A close-up photograph of a person's hands, wearing a grey knitted sweater, gently holding a small, clear glass jar. The jar is filled with several white daisies with yellow centers. The background is softly blurred, showing what appears to be a yellow object and some greenery.

Our Vision and Values

'Learning Together with Love at the Centre'

Jesus set the perfect example of love, friendship and forgiveness. Inspired by him, we will serve the Community of St. Michael's Church of England Infant School by creating a loving family where friendship and forgiveness flourish and truthfulness is treasured. All children will be supported to develop perseverance and creativity to enable them to reach their full potential.

Do all these things; but most important, love each other. Love is what holds you all together in perfect unity. Colossians 3:14

At St Michael's we are proud that we live by our vision and our values. **Love** sits at the heart of all that we do, and it is through love we build **Friendship**. We are **Truthful** with our thoughts, words and actions, knowing there will be **Forgiveness** when we make mistakes. We **Persevere** to uphold our Vision and Values and tackle adversity and challenge with **Creativity** of mind and thought.

Letter of welcome from Reverend Alwyn, the Vicar of St. Michael the Archangel and All Angels



“Both the school and the parish are there to serve the community in which they are located. When school and church work together, they are better able to support the flourishing of adults and children in body, mind and spirit.”

Diocese of Guildford; School and Church Partnerships

”” **Why choose St Michael’s?** *The whole school is very caring and nurturing. It is multi-cultural, with strong Christian values, and a faith-based root.*

Parent view

Dear prospective candidate,

Thank you for your interest in the position of Headteacher at St Michael's Church of England Infant School. This is a school built on relationships, belonging and the belief that every child matters. We are a warm, inclusive and ambitious community where children are encouraged to flourish academically, socially and emotionally within a culture shaped by Christian values and genuine care for one another.

Our recent Ofsted inspection recognised St Michael's as a "warm and welcoming community" where pupils "feel safe and happy because of the positive relationships they enjoy with adults and each other" and where staff help children "to achieve their best throughout life." These are not simply inspection phrases; they reflect the lived experience of our school every day.

Our Christian vision underpins all we do. Our SIAMS inspection recognised that "love, friendship and forgiveness" were central to the school's success and that staff "lived and breathed the vision acting as powerful role models." We are looking for a leader who understands that ethos is not an addition to school life, but the foundation of how a community learns, grows and thrives. If you choose St Michael's, you would be joining a highly supportive governing body, committed staff team and a wider church community who care deeply about the future of this school and the children we serve.

We believe children flourish best when family, school and faith community work together in deep and authentic partnership and we are proud that our work at the intersection of church, home and school has been recognised nationally by the Church of England as a Centre of Excellence for Partnership. As you consider this role, my hope and prayer is that you may discern whether St Michael's is the place where your leadership, vision and gifts can flourish – and where together we can continue transforming children's lives with love, dignity and hope at the centre.

With every blessing,



A message from Sue Tadman, the Chair of Governors



"Governors have a clear understanding of the school's strengths and priorities for development. They have the necessary expertise to do this well. They provide effective support and challenge for leaders. Staff enjoy working at the school and they value the efforts the school makes to manage their workload and support their well-being."

Ofsted, March 2025

” **Why work at St Michael's?** *It's the children. They live and breathe our values of friendship and love. Their enthusiasm for learning makes our school a unique, vibrant and happy place to be. It is a privilege to be part of their journey.*

Staff view

A warm welcome to St Michael's C of E Infant School and thank you for considering whether you would like to be our next Headteacher. I have served as a Governor at St Michaels for the past 4 years and it is an incredible school to be part of. If you join us, you will be part of a team who genuinely care about the children, families and the community. This a school that lives by its vision and values and definitely places 'love at the centre' of all that it does.

We are fortunate to have an experienced Governing Body and there is a shared ambition to give every child the best start to their education accompanied by a continual drive to improve. This is not a school without challenges. Many of our children have EAL and a significant number start school below the expected standard or have additional needs. However, people choose to work at St Michael's because they want to make a genuine difference. Our staff believe that by providing the right environment, support and understanding, all children can grow and flourish.

Overall, our academic results are improving year on year, and this is testament to the ambition of school leaders to continually improve the quality of teaching through high quality professional development and peer support. We also place value on the progress our children make in areas that cannot always be measured by data. Our goal will always be to support each child towards the next phase and stage of their personal development as well as to succeed academically. We very much believe that only strong foundations will allow growth and achievement.

If you choose to join us, you will be rewarded by knowing that your leadership will be shaping lives, culture and community. You will see the outcomes of your work in the smiling faces of the children and their eagerness to learn and give their best. We have great ambition for St Michael's and the school has been transformed by the dedication of our current Headteacher. We are proud of what the school has achieved so far but also understand where we could improve. St Michael's is now ready to move on to the next chapter, rise to new challenges and continue to grow. We look forward to welcoming your application.

Sue Tadmán

Contextual Data

Pupil population in 2024/2025

This is 2024/2025 data. National figures are for state-funded schools only.

	School	England – mainstream primary schools
Total number of pupils on roll (all ages)	268	4554974
Girls on roll	44.03%	49.1%
Boys on roll	55.97%	51%
Pupils with an SEN Education, Health and Care Plan	2.99%	3.5%
Pupils with SEN Support	22.01%	15%
Pupils whose first language is not English	38.10%	23.4%
Pupils eligible for free school meals at any time during the past 6 years	15.67%	26.3%

School report



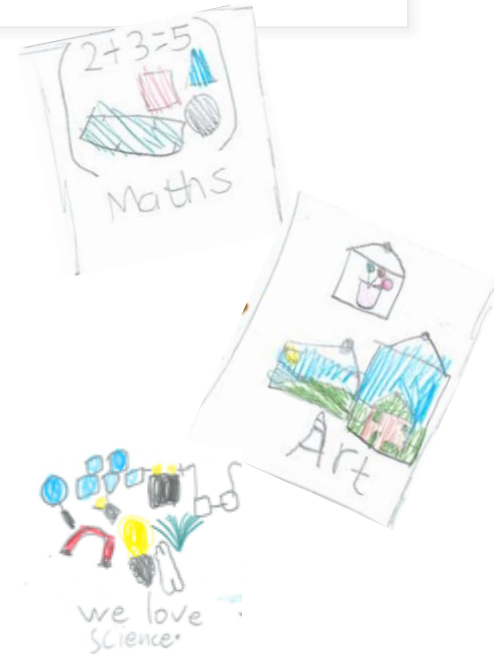
Inspection of St Michael's Church of England Controlled Infant School

Park Road, Aldershot, Hampshire GU11 3PU

Inspection dates: 18 and 19 March 2025

The quality of education	Good
Behaviour and attitudes	Good
Personal development	Good
Leadership and management	Good
Early years provision	Good
Previous inspection grade	Outstanding

Until November 2020, the school was exempt from routine inspection because it was judged as outstanding for overall effectiveness at its previous inspection under section 5 of the Education Act 2005. The school has not been inspected under section 5 of the Act since March 2015. Since September 2024, schools have not been awarded an overall effectiveness grade.



Governors and Leaders are highly attentive to the school context and understand that education is a journey. Achievement can not be measured by data alone. However, we believe that our children deserve the highest quality teaching and will always hold the school to account for the outcomes of our pupils. We expect staff to look for solutions not barriers, to see diversity as a strength not a weakness and make a positive difference to the lives of children and families.



Our Next Headteacher

*“Come shape lives, culture
and community.”*

Why St Michael's?

St Michael's is a relational, inclusive school where leadership makes a difference. We believe that education is more than outcomes alone. It is about belonging, confidence, creativity and helping every child succeed. We are looking to appoint a headteacher who:

- ✓ Believes in the Christian vision and values of the school
- ✓ Celebrates diversity and champions inclusion
- ✓ Can lead a school built on relationships, safety and understanding
- ✓ Embraces challenge with confidence, empathy and resilience
- ✓ Can develop and empower others
- ✓ Believes that every child can flourish and looks for solutions not barriers
- ✓ Can lead a school with insight, ambition, purpose and optimism



Job Description and Person Specification

“Secure knowledge of safeguarding and how to support children and families”

“Experience of working in schools with ethnic diversity and EAL”

“Experience of supporting pupils with high level additional needs and SEND”

“ability to build positive, trusting and respectful relationships across diverse communities, backgrounds and experiences”

“Deputy Headteacher [or equivalent role] with significant leadership experience”



If you are considering becoming the next Headteacher of St Michael's C of E [controlled] Infant School then it is important that you consider the **full job description and person specification of the school**. These are provided as separate documents to this pack and are available through the advertisement website or through htrecruitment@hants.gov.uk

Key Priorities for the next Headteacher

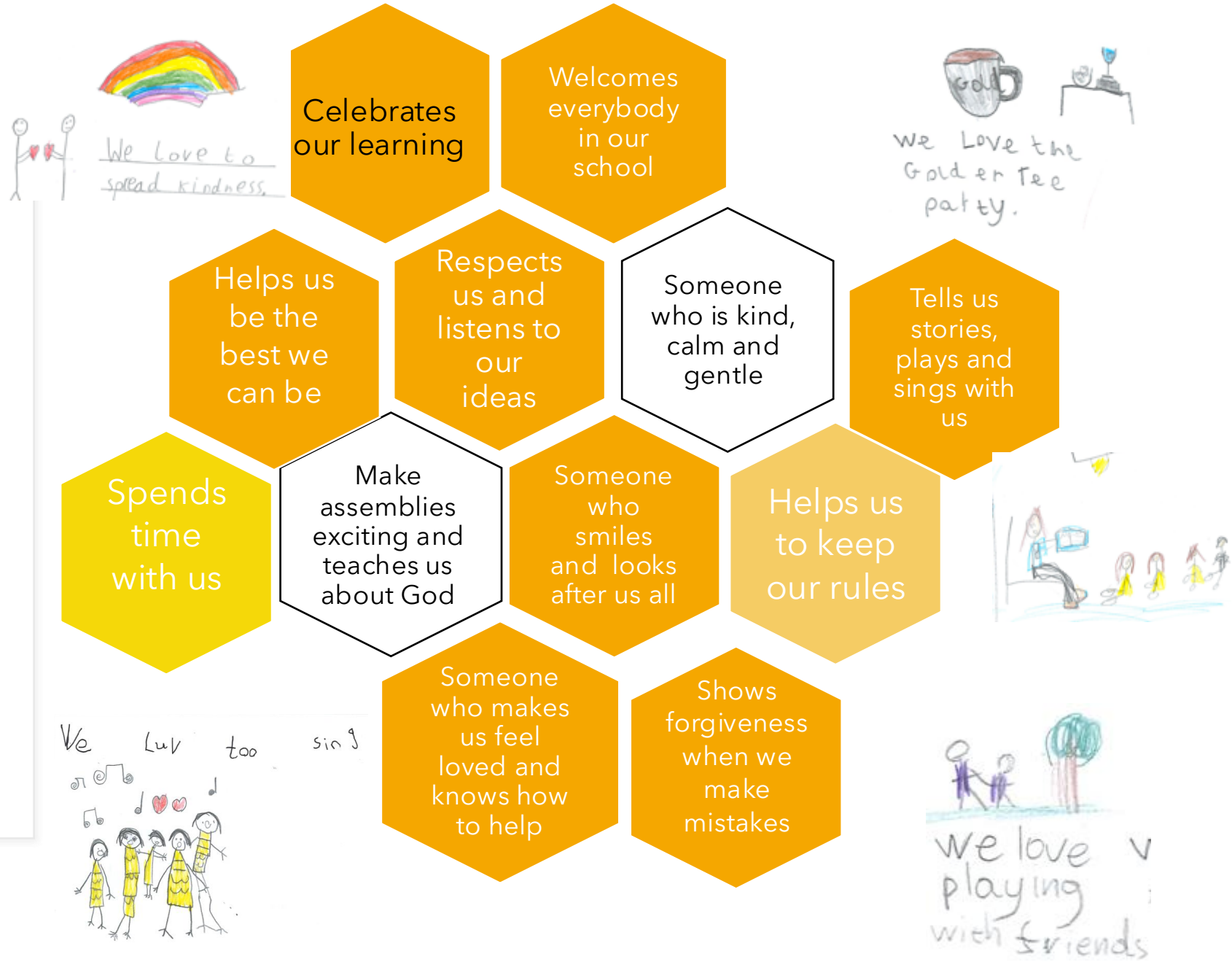
- Maintain the Christian Vision, ethos and values of the school, preserving its unique identity within the community
- Continue to strengthen the quality of teaching, learning and assessment to ensure all pupils make good or better progress
- Ensure that the needs of pupils with SEND are effectively met through careful and considered implementation of statutory recommendation and obligations
- Ensure that the staffing structure meets the needs of the school whilst maintaining financial stability

"All things can be done for the one who believes" Mark 9:23



Our Children's Voices

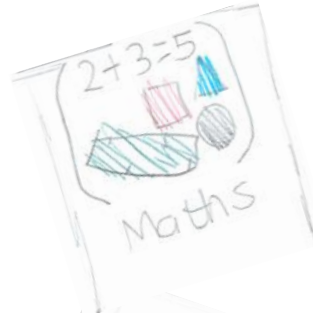
“If you could wish for the best Headteacher ever, I wonder what he or she would be like?”



What would you like to tell a new Headteacher about your school?

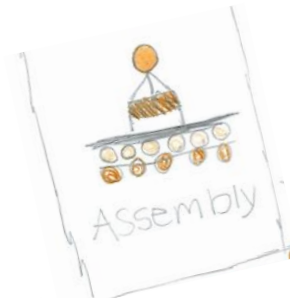
The best bit about St Michael's is ...

- Learning is fun
- We are all friends together
- Everyone cares for us here
- Our teachers
- Our School Council
- Learning outside
- Golden tea party



Our school would be even better if...

- We had a school pet
- There were more toys in the playground
- The library had more non-fiction books
- We had chance to do more assemblies to our parents
- There were more days to learn in creative ways
- We had a nature club



Staff and Parents

“What are the key strengths of your school?”

”
“

Everyone cares about the children. The staff are a great team who are always willing to go above and beyond to make a difference. Staff view



Key strengths of the school

“ Strong values, great teachers and real kindness and care to pupils.
Parent view

What our staff say

Strong caring ethos

Staff are deeply committed to the wellbeing of children and consistently put pupils first.

Positive school community

There is a strong sense of teamwork, shared values, and mutual respect across the school community.

Strong leadership and vision

Leadership is clear, purposeful, and focused on continuous improvement, with effective collaboration between leaders and staff.

Child-centered, inclusive approach

The school values every child and promotes inclusion, ensuring all pupils feel supported and encouraged to succeed.

Trauma-informed and relational practice

Strong use of relational and trauma-informed approaches has positively impacted behaviour, wellbeing, and engagement.

Experienced, resilient staff

Staff are passionate, skilled, resilient, and committed to providing safe and supportive learning environments.

Effective curriculum

The curriculum is engaging, diverse, multicultural, and adapted well to meet the needs of all learners, including SEND, EAL, and disadvantaged pupils.

Supportive and dedicated staff team

Staff work collaboratively, support one another, and regularly go above and beyond for children and families.

What our parents say

Strong values and ethos The school focus' on kindness, friendship, Christian values, and emotional support.

Strong sense of community St Michael's is friendly and inclusive, with positive relationships between staff, children, and families

Caring and nurturing environment The school is warm, supportive, and child-centred, where children feel safe, valued, and happy.

Dedicated and high-quality staff Teachers are professional, kind, and committed to children's wellbeing and progress.

Successful early years provision Reception and transition from nursery are particular strengths, alongside strong phonics teaching and parental engagement.

Diversity and multiculturalism The school has a diverse community and inclusive atmosphere.

Balanced curriculum and learning opportunities There is a good balance between learning and play, strong reading development, and a wide range of experiences offered to children.

Effective leadership The leadership is caring, approachable, and highly supportive of children and families.

The hopes of our staff and parents

“What qualities does the next Headteacher of St Michael’s need to have?”



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*‘Now faith is the assurance of things hoped for, the conviction of things not seen.’ **Hebrews 11:1***

The qualities for our next Headteacher

Commitment to the Christian vision and values

Someone who embodies the school's Christian ethos and values.

Vision and direction

Someone who is able to guide the school with a clear sense of direction and purpose

Child-centred and inclusive

A headteacher who prioritises children's wellbeing, safety and inclusion. Someone who understands child development, SEND, and infant pedagogy

Relational and trauma-informed practice

Someone with a strong understanding of behaviour, relational approaches, and trauma-informed practice

Strong leadership and decision-making

Someone who is resilient, confident, fair, and has the ability to make difficult decisions when needed.

Commitment to school improvement

A Headteacher with a strong understanding of teaching and learning who can continue to drive improvement while protecting the school's caring ethos.

Excellent communication and teamwork

A headteacher who is approachable, communicates openly, builds positive relationships, and works collaboratively as part of the team

Supportive leadership style

A leader who supports staff professionally, recognises strengths, and fosters a positive working environment.

Kindness, empathy, and approachability

A headteacher who is caring, nurturing, compassionate, and supports the well-being of children, staff and families.

Warm but firm leadership style

A leader who balances warmth and compassion with structure, consistency, and authority

Professional resilience

A Headteacher who can lead, motivate and build professional resilience when faced with challenge and adversity

Finally, why be our next Headteacher?

A message from our current Headteacher

The children at St Michael's Infant school will bring you joy every day. They are so happy to see you and keen to tell you all about their learning. Don't be surprised if they come to your office regularly with cards, pictures and prayers that they have written! They will make you smile and laugh and remind you why you chose to be a Headteacher. The school is highly inclusive and our children come from many different cultures and faiths. They are enthusiastic learners and genuinely want to do their best.. They understand that love is at the centre of everything that they do and try and show our school values in their young lives.

It is an honour and privilege to serve this community. The school is a place where everyone is welcomed and everyone is accepted for who they are. The staff live by the Christian vision and values on a daily basis and it is a pleasure to be a part of such a dedicated team of professionals. Our school Governors have a vast breadth of knowledge and ensure that the school embodies its vision and meets its strategic aims. We also work very closely with St Michael's Junior school and the children families benefit from this strong relationship.

St Michael's Infant school is a very special place and rewarding place to work. I wish the next Headteacher of our school every success and happiness.

Dot Patton



” St Michael's is a special place because of its caring, nurturing and inclusive community where relationships sit at the heart of everything. Staff know the children and families well and create a strong sense of belonging. The school celebrates diversity and ensures that every child is supported both academically and emotionally. The teamwork amongst staff, the relational approach to behaviour and the commitment to meeting the needs of all learners make St Michael's a welcoming and positive environment in which children and adults can thrive.

St Michael's is truly a place where 'Learning Together with Love at the Centre' comes alive.

Staff View

A Message from Alex Tear, Diocesan of Education, Diocese of Guildford

On behalf of the Diocese of Guildford, I warmly welcome your enquiry about the position of Headteacher of St Michael's C of E [controlled] Infant School. I would encourage you to make an application for the role of Headteacher of this popular school, which is very much at the centre of the local community it serves and enjoys close links with its local churches and the Diocese. This is a unique opportunity to lead a vibrant, caring and inclusive school where staff, pupils, parents and governors work closely together to ensure that every child achieves the very best that they can be. The Diocesan Education Team are available to provide support and advice to our Heads and Governing bodies and we offer training and professional development opportunities to all our school leaders as you develop your career.

The Diocesan Board of Education is responsible for 83 Church of England schools and academies across the diocese. Church Schools - practical support enhancing their Christian character, their daily life and worship, in partnership with school leaders, staff, parents and parishes, their clergy and congregations. Our Education team are highly experienced, credible system leaders who know and understand the educational landscape and the needs of our Church schools and academies. We do this by supporting our family of Church schools and academies to offer high quality education which serves the needs of their local communities, families, parents and pupils. This involves ensuring that the standards within our Church schools and academies remain high, the leadership of our schools models our shared Christian beliefs, ethos and values and that the quality of the provision through our school buildings offers high-quality learning environments which reflect our commitment to excellence in all areas.

The Diocesan Board of Education is responsible for setting the strategic direction and policies on behalf of the diocese.

Alex Tear

Education in Hampshire and Rushmoor

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.

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.

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.

Like many of you, I became a teacher to make a difference - and I have been fortunate enough to do just that in Rushmoor schools for nearly 30 years. What has inspired me most is witnessing the impact we make on children's and families' lives every single day. The rich and diverse community here is incredibly supportive of education and takes great pride in the schools and neighbourhoods we serve.

As a headteacher in Rushmoor, you stand at the heart of this vibrant community, where every decision can ripple outward to change lives. Leadership here is more than a role - it's a calling. Whether you're unlocking a child's love of learning, empowering a colleague to grow, or building meaningful partnerships with families, you are shaping futures. If your moral purpose is to make a difference, you couldn't find anywhere better to live that purpose than Rushmoor.

Debbie Cook, Headteacher at Talavera Infant

"Come shape lives, culture and community at St Michael's"

A Message from the Primary School Improvement Manager for Hart and Rushmoor

Hampshire is a fantastic place to work, and I wouldn't choose anywhere else. My entire teaching career has been rooted here, starting as an Early Career Teacher, then moving into headship, and then joining the School Improvement Service in 2020.

In April 2023, I took on the role of School Improvement Manager for primary schools in Hart and Rushmoor. What I appreciate most about the schools is the collaborative spirit, the camaraderie, and commitment to doing the best for the children and communities served. As a former headteacher, I understand the pressures of the role and value the relationships I have with schools. There is a strong and supportive network across the two districts, which I am proud to be a part of.

Why choose to work in Rushmoor?

Rushmoor - A Place to Embrace Diversity and Cultural Richness

Rushmoor is distinguished by its rich cultural diversity, with the second highest percentage of pupils with English as an Additional Language (EAL) in Hampshire. Despite the challenges, outcomes for these children are high, with KS2 results in 2024 above national averages for the expected standard. Schools work hard to design curriculums that meet the needs of all children, including those with EAL, SEND, and from BME backgrounds. The cultural diversity enriches the schools and provides children (and staff) with a greater appreciation of the wider world. It's an exciting and inclusive place to work.

Rushmoor - A Place of Collaborative Leadership

Rushmoor boasts a diverse range of headteachers, from new leaders to experienced mentors. This creates a rich environment for sharing expertise and learning from one another. Whether you are new to headship or bring years of experience, you will find a supportive network and collaborative spirit.

Rushmoor - A Place for Professional Engagement and Growth

Working in Hart and Rushmoor offers numerous opportunities for professional development:

- **Termly SIM Briefings:** Network with colleagues and stay informed through district headteacher meetings.
- **Half-Termly online 'Hot Topic Discussions':** Engage in discussions and share best practice on crucial topics like Recruitment, Wellbeing, Community, and more.
- **Half-Termly Book Clubs:** Participate in book clubs that foster professional growth.

Join Us in Shaping the Future of Rushmoor

If you are passionate about making a difference and ready to take on a leadership role, I encourage you to apply for headships in Rushmoor, where you will join a team of dedicated educational leaders. Together, we can create an inspiring future for our children.

Best wishes,

Kirstie-Anne Sangway

School Improvement Manager, Hampshire Improvement and Advisory Service ([HIAS](#))



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!

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.

Application and selection procedure

Visits to the school are warmly welcomed. Please contact Kirsty Scudder, Admin Officer by emailing k.scudder@st-michaels-inf.hants.sch.uk or by telephoning 01252 324300.

Applications should be received no later than noon on 4th September 2026 and submitted to: 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 **7th September 2026** and the selection process will take place **17th and 18th September 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.

Equality Monitoring

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

Safer Recruitment

St Michael's Infant C of E [controlled] 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.