

Crookham C of E Infant School

Headteacher
Recruitment Pack

Closing Date 26 January 2026



Little people can do big things through love, courage and joy

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About our school

Welcome to our Crookham C of E Infant school

Founded in 1843, we are a nurturing, friendly and welcoming infant school, set in a traditional Victorian school building with bright and airy classrooms.

We have lovely natural surroundings, including a wooded area which can be used for outdoor lessons. We have a play boat, play train, wooden stage and a new trim trail.



Why families choose us

We are a school where our children are at the very heart of everything we do.

We believe that every child should have a chance to grow as loving, courageous and joyful individuals, ready to branch out and be good news in an ever-changing world

We have high expectations and help children to make the best progress possible in all aspects of their learning, as well as in their personal and social development. We are pleased to receive children of any ethnicity or faith.

What gives us our character

Crookham C of E Infant School is an exciting place to be, full of happy children, enthusiastic staff and lots of wonderful learning opportunities.

We have a Christian ethos based on the parable of the mustard seed where the smallest of all seeds, becomes the largest of plants, and grows into a tree where birds can come and find shelter. At Team Crookham we believe that every child, like a tiny mustard seed, can grow and flourish during their time with us.



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Letter from our Chair of Governors

On behalf of the Governing Body, and the whole of Team Crookham we are thrilled that you are taking the time to learn about our amazing school and considering applying to lead our team on the next stage of our journey.

We refer to ourselves as 'Team Crookham'. Team Crookham encompasses the staff, the pupils, the governors, the parents, the church and the local community. We are a united school community where everyone is valued, where we support each other and work as a team.

We are seeking to appoint an enthusiastic, dynamic and committed headteacher who has the personal attributes and leadership qualities to inspire and motivate staff, to encourage the love of learning amongst the children, and to build upon our nurturing and Christian distinctiveness.

As governors and parents, we value the importance of a caring, nurturing and safe learning environment for the children. We are looking for a headteacher who will embrace and build upon this foundation.

Our school maintained our "good" status after a positive OFSTED inspection in February 2024 and was awarded 'excellent' in a SIAMS inspection in 2019. In key statutory assessments children achieve above the national average in reading, writing and mathematics. The children are well behaved and motivated and parents are supportive and engaged.

We are keen to learn more about you and how your unique skills and experiences align with Team Crookham's vision and ethos. We wish you the best throughout the application process and look forward to the prospect of working together.

Thank you for your interest in the post of headteacher at our wonderful school. Please do come and visit us and experience Team Crookham for yourself.

Kind regards
Marianne Smallman, Chair of Governors



Welcome to Church Crookham

Our school is in Church Crookham, a delightful village which is part of the town of Fleet in the district of Hart. Hart continues to be ranked amongst the best and happiest places to live in the UK.

Throughout the year there are many community events including a yearly music festival, summer carnival, a Christmas festival and regular markets.



Church Crookham has historic links with the armed forces and remembrance ceremonies held in Fleet and Church Crookham each November are always well attended.

The school sits opposite the impressive war memorial cross and each year the Year 2 children pay tribute and lay wreaths.



There are plenty of opportunities to get out in nature with our wonderful green spaces and countryside within and around Church Crookham and Fleet.

We have many attractive playparks and nature reserves including Fleet Pond, Caesars Camp, and Naishes Lane SANG. The Basingstoke canal meanders through Fleet and Highland cattle and horses graze in our woods and on our heather covered heath land.



We are well located and have great communication networks from Fleet, with easy access to the M3 and M4, Guildford, Basingstoke, Reading and proximity to Heathrow and fast trains to London Waterloo take only 40 minutes and the coast is within easy reach.

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A letter from Rev. Matt Smith

Thank you for taking the time to read the information pack. Please know that I am holding you in my prayers as you discern whether Crookham Infants is the right community for you.

I started as Vicar of Christ Church in August and so am new to the area. The school holds a special place in my heart—it was one of the main reasons I felt called to serve here. During my interview, I was given a tour of the school and immediately sensed that it is a delightful place. The school has worked hard to fulfill a wonderful vision to see children flourish.

I am passionate about developing a school where every child receives the best education possible—and just as importantly, that each pupil feels valued, loved, and nurtured as a precious child of God. As a church school, Crookham Infants enjoys a close relationship with the church, and leading collective worship with the children is one of the great joys of my ministry.

Crookham Infants provides a nurturing environment where every child is valued as a unique individual made in the image of God. The school's Christian ethos is not an add-on, but its very heartbeat - shaping our relationships, our care for one another, and our shared understanding of learning as a gift from God. The Headteacher plays a central role in modelling the school's vision: leading with love, courage, and joy as children and adults learn and grow together.

We are seeking a leader who will work closely with the church to continue developing the school's Christian distinctiveness, while maintaining the highest standards of teaching and pastoral care. This is a role that calls for wisdom, courage, and a generous heart. I look forward to building a thriving partnership between the church and school, and between yourself and me. I am committed to supporting you as we nurture this community together.

As a governor and a prospective parent, with three young children, two of whom will be joining the school next September, I am excited to share in this journey with you.

With every blessing,
Matt Smith
Vicar of Christ Church Crookham



Our School's Vision & Values

From tiny seeds, we grow and learn together

Our school vision is inspired by the parable of the mustard seed. When planted and nurtured by a loving community, every seed can grow and flourish. Our school is like the mustard tree; a place where all are valued and belong.

Our children are like tiny seeds; in good soil they can grow as loving, courageous and joyful individuals, ready to branch out and be good news in an ever-changing world.

Our team of gardeners enable each unique child to flourish, removing barriers, and supporting growth.

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Jesus told them a parable: "The Kingdom of Heaven is like a tiny mustard seed planted in a field. It is the smallest of all seeds but becomes the largest of plants and grows into a tree where birds can come and find shelter."

Our vision and values are also supported by our Learning Animals which children identify with:

Reflectiveness

I am a Reflective Owl.

I can think deeply and listen well to work out an answer.



Resourcefulness

I am like Resourceful Squirrel

I can explore different ideas and think about an answer.



Reciprocity

I work in Team Ant

I know I can work with others then we can find the answer together.



Resilience

I am a Tough Tortoise

If I find something tricky and can't get something right first time I can try, try and try again.



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The voice of our children



"I like that we get to do days like with the African Choir. Crookham Infants is comfortable and caring"

"I love everything in this School!"

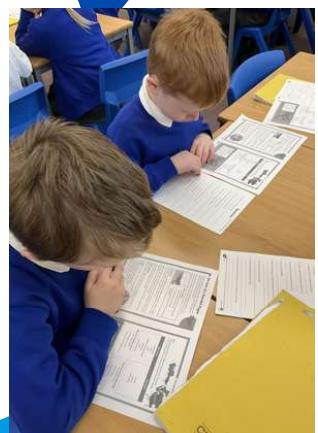
"We want the best Headteacher who has a smile on their face and teaches us about Jesus and God"



"I like all of the teachers, they teach us lots of new things."



"It is nice to have respect and a Headteacher who cheers us up when we feel sad and who has a nice voice"



"I like a Headteacher who holds my hand and who is nice to listen to"



"I'd like a Headteacher who is kind and smiley."

What our parents & staff are looking for

"I would like a Headteacher who is confident, present and who feels part of the school, who cares about nurturing our children and letting them grow without too much pressure on the "results". A Headteacher who is a good manager who steers and supports the staff..."

"I would like a Headteacher who knows every child's name and who is approachable in the eyes of the children and the parents"

"For me family values and a nurturing approach, a visible, present and approachable Headteacher, someone with an early years and KS1 background who will push for play based learning across the school"

"I would love to see someone in the role who is passionate about preparing our children for life, making the connection between school and the world. Focusing on key skills and curriculum but also on life skills like: technology, the outdoors (making use of our grounds and looking after the planet), the importance of physical and mental wellbeing, making community links, excellent communication and organisation (lead by example and give the children an opportunity to speak, present and connect)."



"It is great having a Headteacher who is engaged and working with FOCIS (PTA) and that all the parents can come for special assemblies. Also being able to see our children in Shining Stars assemblies so that we can go to and be part of our children's celebrations"

"I would like a Headteacher who has warmth and is family orientated"

"I would like someone who is approachable about SEND concerns"

"I would like a Headteacher who just gets what Crookham Infants is all about"

"Someone who is approachable is gentle and kind, has an air of authority, engages with the pta and wider community, is on board with the vision, values and Christian ethos and who has strong leadership skills"

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Our Next Headteacher

We are looking for a Headteacher who:

- Will help Team Crookham to continue its reputation of being a nurturing, caring school who is committed to the journey of each child during their time with us.
- Will uphold our Christian values and ensure that our children can continue to do big things through love, courage and joy.
- Will place safeguarding at the heart of everything that they do.
- Has the desire to work as part of a committed cohesive team with the ability to inspire, lead and develop others within a collaborative, encouraging environment.
- Will not take the approach of one size fits all but will appreciate and value the individual characteristics of each and every child.
- Will recognise the importance of staff and pupils' health and wellbeing.
- Is keen to continue to build relationships with the wider community, the Church and the diocese, and to working in partnership with parents.
- Will give the children the opportunity to use their pupil voice and be an important part of their own education.
- Will be visible and approachable to the school community.
- An experienced Headteacher or an inspired Deputy/Assistant Headteacher.
- Has the ability to make the most efficient use of financial resources.

Our Next Headteacher

What we have to offer:

- Wonderful children who are keen to learn and love being part of the Team Crookham family.
- A school which is in a strong position, having recently had a very positive OFSTED report, a supportive and engaged local vicar and a new vision and values created in collaboration with the pupils and stakeholders.
- A committed, high quality and enthusiastic team of staff.
- An amazing PTA (FOCIS Friends of Crookham Infant School) who run events such as discos, school fairs, magic shows, homemade pizzas and more. FOCIS have been successful in raising tens of thousands of pounds for the school to purchase items such as a brand new library, a new trim trail, new books, ipads and laptops etc. and to fund enrichment experiences at school for all the children.
- A strong relationship with the local schools and support network amongst local headteachers.
- A dedicated and supportive governing body.
- A welcoming village school feel set in lovely grounds in Church Crookham
- Engaged and supportive parents.
- A suburban village, on the border of the rural Hampshire countryside with a beautiful canal for walks and lots of protected green spaces yet within easy reach of central London.



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Our Next Headteacher

Key Priorities For First Year In Role:

- To maintain the school's Christian and nurturing ethos reflecting our visions and values
- To continue to build and define a strong and engaging curriculum
- To ensure financial stability and to maximise opportunities for the children within the constraints of the budget
- Build on and continue to embed staff training, strengthening the quality of teaching and learning, ensuring sustained high outcomes for all pupils.
- To continue to build upon the reputation of the school within the community to ensure pupil numbers are maintained.



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Job Description

Ethical Standards

- Serve in the best interests of the children
- Build positive relationships across the school community and with the Governors.
- Uphold public trust in school leadership and maintain the highest standards of ethics, behaviour and professional conduct.

School Culture

- Make learning irresistible and ensure that the children develop the life-long learning habits of resilience, resourcefulness, reflectiveness and reciprocity.
- Create a nurturing culture where pupils experience a positive and enriching school life and find learning is irresistible.
- Uphold educational standards to prepare pupils from all backgrounds for their next phase of education and life.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.
- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy.

Teaching, curriculum and assessment

- Sustain high-quality teaching across all subjects based on an evidence-informed understanding of effective teaching and how pupils learn.
- Ensure teaching is underpinned by subject expertise.
- Effectively use formative assessment to inform strategy and decisions.
- Ensure the teaching of a broad, structured, exciting and coherent curriculum.
- Maintain and develop curriculum leadership, including subject leaders with relevant expertise and access to professional networks and communities. Including allowing those subject leads a chance to work alongside their colleagues to ensure the curriculum is being taught effectively.



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Job Description

Behaviour

- Establish and sustain high expectations of behaviour for all pupils, built upon relationships, rules and routines, which are understood clearly by all staff and pupils.
- Ensure high standards of pupil behaviour and courteous conduct in accordance with the school's behaviour policy – kind hands, kind feet and kind words.
- Implement consistent, fair and respectful approaches to managing behaviour and ensuring that adults within the school model and teach the behaviour of a good citizen.

Additional and special educational needs (SEN) and disabilities

- Promote a culture and practices which enable all pupils to access and enjoy the curriculum.
- Have ambitious expectations for all pupils with SEN and disabilities. Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

- Ensure staff and pupils' safety and welfare through effective approaches to safeguarding, as part of the ongoing duty of care. Manage staff well with due care and attention to workload.
- Ensure rigorous approaches to identifying, managing, and mitigating risk.
- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
- Ensure financial sustainability
- Ensure staff have access to appropriate and high standard professional development opportunities.

Professional development

- Keep up to date with developments in education.
- Seek training and continuing professional development to meet the needs of the headteacher's role and the needs of the school. Establish rigorous, fair and transparent systems and measures for managing the performance of staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.

Governance, accountability and working in partnership

- Understand and welcome the role of securing effective governance, including accepting responsibility.
- Work effectively and collaboratively with the Governing Body as a whole, with its Chair and Vice Chairs and the Chairs of committees and panels.
- Ensure that staff understand their professional responsibilities and are held to account.
- With the School Finance Officer, advise the Governing Body on the formulation of the annual budget in order to secure the school's objectives.
- Communicate effectively and responsibly with the Local Authority and local schools.
- Develop and encourage good relations between the school and the local community.
- Cultivate the school's relationship with the local church and the Diocese of Guildford to uphold the Christian ethos of the school, and promote the spiritual, cultural, and social wellbeing of the children. Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties. Maintain working relationships with fellow professionals and colleagues to improve educational outcomes of all pupils

Safeguarding

- Take on the role of Designated Safeguarding Lead, and support the Deputy Designated Safeguarding Leads.
- To manage referrals to the Local Authority as appropriate and to the Local Area Designated Officer, Disclosure and Barring Service and the Police.
- Act as a source of support, advice and expertise to staff and the whole school community on matters of safety and safeguarding.
- Will ensure that they have all appropriate training to keep up to date with any safeguarding duties.
- Ensure that the school's policies are known and used appropriately.



Person Specification

Qualifications and training	<ul style="list-style-type: none">Qualified teacher status.National professional qualification for headship (NPQH) or demonstrable progress towards it with a commitment to obtain the qualification within two years of taking up the appointment (desirable).
Experience	<ul style="list-style-type: none">Successful leadership and management experience in a school.At least five years' teaching experienceInvolvement in school self-evaluation and development planning. Demonstrable experience of successful line management and staff development.Particular familiarity with the requirements of Early Years and Key Stage 1 (desirable)
Skills and knowledge	<ul style="list-style-type: none">Data analysis skills, and the ability to use data to set targets and identify areas of strength and areas which would benefit from improvement.Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve.Understanding of school finances and financial management. Effective communication and interpersonal skills.Ability to plan strategically, communicate a vision and inspire others.Ability to build effective working relationships.
Personal qualities	<ul style="list-style-type: none">Commitment to uphold the Seven Principles of Public Life (the Nolan principles, which are: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership) at all times.A commitment to achieving the best outcomes for all pupils.Ability to work under pressure and prioritise effectively.Commitment to maintaining confidentiality at all times.Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.Commitment to upholding the Christian ethos and the values of the school.Ability to articulate a philosophy for church school education and be capable of leading collective worship engagingly.Ability to provide leadership in the spiritual development of pupils and staff.

A note from Alex Tear- Diocesan Director of Education, Diocese of Guildford

On behalf of the Diocese of Guildford, I warmly welcome your enquiry about the position of Headteacher of Crookham Church of England (VA) Infant School. We 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.



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.

Application Procedure

We would love you to come and visit our wonderful school please contact:
adminoffice@crookham-inf.hants.sch.uk to arrange a visit.

Candidates should complete the application form and return it via email so that it is received no later than noon on **26 January 2026**.

E-mail address: 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 **29 January 2026** and the selection process will take place on **12 & 13 February 2026**. 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 applications 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