



LONGPARISH
Church of England
Primary School



HEAD TEACHER RECRUITMENT SCHOOL INFORMATION PACK



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FROM THE CHAIR OF GOVERNORS

Dear Candidate,

Thank you for your interest in this post. This is a really exciting opportunity to become the new head teacher of our thriving school set in the picturesque village of Longparish. I would like to take this opportunity to tell you more about the school and what we are looking for in our new head teacher to help us deliver our aspirations and ambitions over the coming years.

We are an ambitious school and are continually improving the already high quality of teaching but also improving the wide range of additional facilities we can offer. Our current head teacher retired at the end of the last academic year due to a serious health condition and we are therefore looking for a new leader to come and steer our excellent team.

We are so proud of this school and you will be joining a school which offers *a nurturing and inspiring environment for children to learn and grow where the values of excellence, friendship and respect permeate all aspects of school life*. These are not just our feelings but are from the opening paragraph of our Ofsted inspection undertaken in April 2025.

Further on in the report, they describe the school as *justifiably proud of its strength and ambitious to be even better. The same values of excellence, friendship and respect inform leaders' decision-making. Staff, and in turn pupils, benefit from well-considered professional development opportunities and the watchful eye that is kept on their well-being*.

If you are the right person to further inspire the journey we are on, then I very much look forward to meeting you!

A key component to the achievement of such results and behaviours is our close relationship to the village in which we are located. Longparish is a beautiful village following the banks of the world famous River Test. The village is home to many picture book thatched cottages and is in a stunning countryside setting in northern Hampshire. Parts of the village date back to the Domesday Book and there has been a school here since 1837. The school in its present form was built in 2006 and its grounds lie alongside the river bank, have mature trees and a well used sports field, which makes outdoor learning a great part of school life.

The school takes part in many sports and extra curricular activities including netball, rugby, cricket, football, hockey, summer sports, gymnastics, art and choir.

The school's Christian ethos and the happiness & friendliness that are core to its way of life means we are able to pride ourselves in developing children who are not only very well educated but are confident and upstanding members of their community.

The governors are extremely proud of what Longparish School represents and we think our school is something really special. In the lead up to our 2019 SIAMS inspection, we were advised that following a change in the assessment framework, the school stood very little chance of being awarded the top 'Excellent' grading. Working towards anything other than 'Excellent' was not an option for the head teacher and her team and she not only achieved it, but achieved it in every category. With the full support of the children, staff and governors, the school was showcased to its full potential, which forms part of every day school life; not just for the inspectors!

We are looking for a head teacher to embrace the school's success, forge strong links with the immediate stakeholders and develop their own path to build on and create success of their own.

We look forward to hearing from you.

Graeme Johnson
Chair of Governors

LETTER FROM THE SCHOOL COUNCIL

Longparish Primary is a loving and caring school and we will welcome you with open arms.

For this role, we would like you to be strict but also kind and considerate. We hope you will have a positive attitude and want to listen to the children and their ideas. We are excited to hear your ideas and will help you to make our school a better place for everyone.

We all look forward to meeting you,

The School Council



THE CHRISTIAN CHARACTER OF LONGPARISH COFE VA SCHOOL

Longparish School was very proud to be graded as 'excellent' in the recent (2019) SIAMs inspection. The Governors wish to appoint someone who has the ability and commitment to continue to drive, uphold and develop the distinctive Christian character of the school, recognised by this inspection. This is promoted through one of a number of school mission aims which is, To promote and recognise Christian values and encourage in pupils a sense of what is right and what is wrong.

In turn, all our mission aims reflect our core values of 'Excellence, Friendship and Respect'.

Longparish School was founded by a former Church Rector and his vision to provide quality education for every child in the parish as well as those in the wider community, is a vision the governors uphold to this day. Our school welcomes staff, children and families from all faiths and none. World religions are an important part of our Religious Education and at times feature in collective worship.

The link between the school and St. Nicholas' Church is strong. The parish clergy have very close associations with the school, serving as governors and visitors as well as hosting and welcoming the whole school community to the church. The clergy are always available to pupils and teachers for a friendly chat or a supportive word. In addition, the Vicar and associate priests lead weekly acts of worship and the school visits St. Nicholas' to celebrate Harvest, Christmas and Easter. Every year in December, the children come to the church to celebrate St. Nicholas' day. At this joyful act of worship a child bishop from the school is 'enthroned' complete with mitre, crozier and cope.

Collective worship regularly celebrates Christian values and the teaching of Jesus, with the children singing a variety of Christian worship songs and having opportunities to reflect and respond to a variety of themes. Other opportunities have seen a school choir singing in St. Nicholas' church and Winchester Cathedral.

Given the convenient location of the church in relation to the school, St. Nicholas' Church provides a rich resource for learning in many areas of the curriculum. Our children in school visit the church regularly where they participate in an activities relating both religious eduction and other curriculum submits too. In the summer term each year, the year six children participate in a 'Leavers' Service' at Winchester Cathedral.

Longparish Church of England school has enjoyed being part of the parish link with a school in Bukanaga which is in Mityana, Uganda. A visit to Longparish by headteachers from Bukanaga in 2015 proved to be a rich experience for the whole school and several former pupils of our school have visited Bukanaga during the past few years.

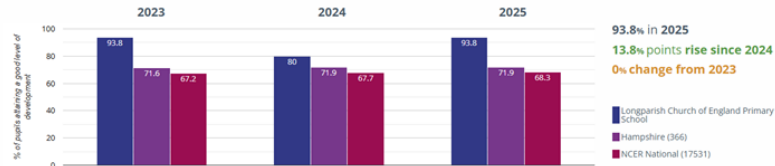
The richness of the school's Christian character is something we value and we are always open to fresh ideas and plans for developing our common life together.

LATEST PERFORMANCE DATA FOR THE ACADEMIC YEAR 2022-2025

Below you will find end of year assessment data for the children at our school in the summer terms over the previous 3 years alongside national levels of attainment. We have small cohorts which can distort the picture, however we continue to be pleased with our childrens' outcomes.

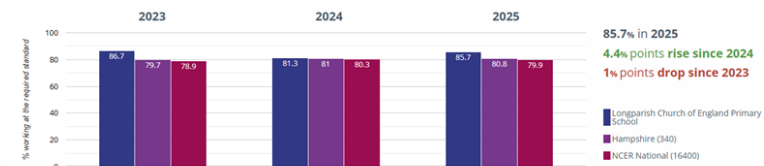
EYFS

★ Good Level Of Development



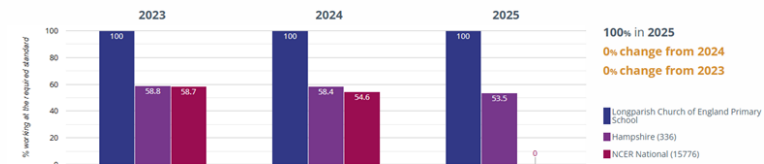
KS1: Y1

Year 1: Working At



KS1: Y2

Year 2: Working At



KS2

		2025		2024		2023		2022	
		National Outcomes 2025	Longparish Outcomes 2025	National Outcomes 2024	Longparish Outcomes 2024	National Outcomes 2023	Longparish Outcomes 2023	National Outcomes 2022	Longparish Outcomes 2022
READING	ARE+	75%	77%	74%	100%	73%	88%	74	100%
	GDS	33%	24%	28%	58%	29%	53%		36%
WRITING	ARE+	72%	71%	72%	67%	71%	73%	69	91%
	GDS	13%	12%	13%	25%	13%	35%		18%
MATHS	ARE+	74%	65%	73%	75%	73%	76%	71	100%
	GDS	26%	24%	25%	33%	24%	35%		9%
RWM	ARE+	62%	59%	61%	58%	60%	65%	59	90%
COMBINED	GDS	8%	0%	8%	0%	8%	18%		9%

Looking ahead to 2025-26, Our priorities are to:

- To continue development of our whole school curriculum, strengthening the golden thread that goes through all our learning
- Further develop SEN provision and inclusion across the school.
- Ensure the Improve outcomes for the low attaining children at KS 1 by ensuring that the curriculum provision is appropriate to meet all learners' needs.
- Further improve Maths outcomes for all children.
- Develop and improve our understanding and teaching of Mental Health.

OUR LATEST INSPECTIONS - OUTSTANDING AND EXCELLENT

Ofsted (2025)

Quality of education: Good

Behaviour and attitudes: Outstanding

Personal development: Outstanding

Leadership and management: Good

Early years provision: Outstanding

Some highlights:

- * Pupils get so much more than an academic education at Longparish.
- * The 'sports, health and well-being' curriculum prioritises pupils' personal development from the start.
- * The curriculum fosters pupils' mature understanding of the changing world they live in.
- * Praise is given to the unrelenting emphasis on equipping pupils with the essential life skill of reading. Outcomes at the end of Year 6 are impressive.
- * A high-quality blend of skillful teaching and staff as 'play partners' creates a palpable sense of purpose and infectious enthusiasm for learning in reception.
- * Teachers have a good understanding of the subjects that they teach and how to build pupils' learning.
- * Behaviour is impressive.
- * Classrooms are calm, and industrious. Pupils are captivated by their learning. They live up to the school's expectation of 'being the best me I can be' and achieve well.

SIAMS (2019) – graded 'excellent'

Some highlights:

- * The Christian commitment of the headteacher, strongly supported by the skilled governors and dedicated staff, has resulted in a vibrant Christian school community where pupils flourish academically, socially and emotionally.
- * The school's Christian vision is deeply embedded into all aspects of school life.
- * An extremely productive and purposeful partnership exists between the local church community and the school.
- * Collective worship significantly underpins the school's Christian vision.
- * Religious Education has a high priority in the school and it is exceptionally well led.

Our next SIAMS inspection is due in 2026/27 academic year.

FRIENDS OF LONGPARISH SCHOOL (FOLS)



FoLS is a group of parent volunteers who support the school by putting on events and raising funds for additional resources at school. The committee is made up of 5-10 volunteers and usually raises £4000 - £6000 per year. This is raised through a series of events and activities throughout the year including the school's bi-annual May Fayre. Some of the other fund raising events FoLS have organised have included film afternoons, a Christmas Bazaar, a summer camp out on the field and a 'Longparish Run' – a cross country 3km, 5km and 10km run open to all ages. FoLS also put on events for the children that are non-profit making such as the Christmas party and also help with other events taking place in the school.

FoLS work very closely with the Headteacher and the school. Their financial support to the school is invaluable. They also help bring parents and the wider community together.

Working closely with the Headteacher they recently played an immense part in fundraising for the school River House and new adventure play area. Another big project that they have contributed to is to purchase new stage lighting as part of an upgrade to the school hall audio and visual equipment. They also contribute on a smaller level by supporting classrooms in purchasing extra resources to enable our exciting and engaging curriculum to continue to go from strength to strength.

In the current climate of funding cuts to school, their role within the school is an important one.

FoLS are keen to work with the new Headteacher in identifying where FoLS can help and are committed to continue to raise much needed funds to ensure that the children at Longparish School get the best experience.



LONGPARISH C OF E PRIMARY SCHOOL: HEADTEACHER JOB DESCRIPTION

The current School Teacher's Pay and Conditions document describes the duties which are required.

The Governors of Longparish School wish to recruit a Headteacher who will provide effective, dynamic and inspirational leadership to nurture the environment where every child is able to fulfil their potential. The culture within Longparish School is built on respect, is inclusive and is one where pupils are encouraged to work and play hard.

The successful candidate should be ready to embrace and build on the recent Ofsted inspection, ensuring the school continues to deliver a rich and nurturing learning environment to all our pupils. For us in addition to string academic challenge we seek an individual who can create an atmosphere where the children enjoy their school days and achieve both academically and personally. Like all schools, the financial funding is putting increased focus on this area and while we are financially stable, we need a leader who is able to plan and adapt to ensure financial sustainability over time.

We look forward to working with a head teacher who will guide and lead the school community with focus, compassion and strength through the coming years.

LEADERSHIP AND MANAGEMENT

- * To lead the school in every aspect of school life; to inspire, direct and motivate everyone in the school community.
- * To ensure learning outcomes are attainable for all children by ensuring that the curriculum provision is appropriate to all learners' needs.

Strategy & development

- * Advise the governing body on the formation and regular upkeep of its policies, which should support the strategic direction of the school, considering national and local data, benchmarks and policies.
- * Promote creativity, innovation and the use of appropriate new technologies, which extend learning experiences.

Ethos

- * To promote a culture of encouragement, support and challenge to achieve each child's full potential, so they may achieve the highest possible educational standards.
- * To work with the Governing Body, Local Authority and Diocese to shape a vision for the school which encourages the children to develop Christian values & behaviour and gain an awareness of spirituality.
- * To maintain discipline, to ensure good behaviour in school and monitor & optimise attendance.
- * Ensure equal opportunities in all aspects of school life and promote strategies to deter any prejudices. To highlight understanding and tolerance of a diverse society.
- * Ensure high quality pastoral care for pupils and staff, with use of external agencies, where needed.
- * Conduct and oversee inspirational whole school activities, for example collective worship, assemblies and school events.

Organisation & management

- * To continually monitor and evaluate the aims & work of the school by creating & implementing an effective School Improvement Plan, in full consultation with the governing body.
- * Provide effective leadership by promoting teamwork and collective responsibility and to routinely delegate tasks to staff, while ensuring their workload remains appropriately balanced.
- * To manage staff appraisals and set out clear goals over specific time frames, to nurture good performance and eliminate any that fall below agreed standards.
- * Manage the school environment, including building, outdoor space and equipment both for the benefit of pupils and to meet Health & Safety regulations. This will include the maintenance of a comprehensive risk register.

Teaching, Learning and Standards

- * Lead and work closely with the Senior Leadership Team to design and implement an enjoyable, broad and balanced curriculum, which inspires & engages all pupils while keeping the excitement & fun in learning.

LONGPARISH C OF E PRIMARY SCHOOL: HEADTEACHER JOB DESCRIPTION

- * Monitor, evaluate and review classroom practice and promote improvement strategies, to aim for consistent and outstanding standards.

- * Ensure consistent pupil assessment and achievement, using appropriate data and benchmarks. Implement measures to support both academically able and less able pupils.

- * Work with the SENCo to identify and provide for special educational needs, in accordance with current legislation. * To participate in teaching when necessary, demonstrating excellence and professionalism. To lead by example.

- * Promote an enriched curriculum, with a wide range of activities in support, including school trips, visitors plus imaginative & exciting resources.

- * Encourage and source extra-curricular activities to enhance the school day and complement the curriculum.

- * Undertake professional training on all aspects of school leadership and keep updated on new initiatives & practises.

- * Ensure staff have access to and undertake relevant training and organise induction for new staff. Manage & organise inset time to be tailored to staff needs and monitor effectiveness.

WORKING WITH OTHERS

Pupils

- * Provide a safe, secure & enjoyable environment for pupils. Evaluate safeguarding regularly and ensure all policies are consistently followed.

- * Give pastoral care when appropriate.

- * Develop children's involvement in setting up their own goals for learning using pupil input and promote their study skills, so they learn how to learn and self-assess.

- * Set up effective systems to support pupils and parents as they settle into school and on transition to secondary school.

Staff

- * Give staff support, encouragement, guidance and pastoral care as appropriate and encourage professional development across the team

- * Hold teachers and staff accountable for their positions and for the learning & progress of children in their care.

- * Appoint high quality staff, to complement the school, working with the governors as appropriate.

- * Be prepared to work alongside all school staff, undertaking all tasks at any times required.

Governing Body

- * Secure a positive and productive working relationship with all governors in the discharge of their duty to support and challenge the school.

- * Provide induction for new governors and introduce them to all aspects of school life and encourage their continued involvement.

- * Attend governing body meetings to report fully, offer objective advice and provide support.

- * Keep the governors fully informed on the use of school resources and priorities for expenditure.

- * Work with the governors to ensure efficient use of the budget and value for money.

Parents, Carers and Guardians

- * Ensure a positive two-way relationship linking home and school to form a supportive working partnership.

- * Communicate with parents, carers and guardians comprehensively and regularly.

- * Maintain strong links with FoLS (Longparish School PTA), to advise when required and determine the best use of funds raised. Ensure staff presence on the FoLS committee.

Wider Community

- * Work with the diocese and local churches to promote the Christian ethos of the school.

- * Promote links with Longparish Little School, as well as other preschools, feeder nurseries and local secondary schools for the benefit of the children.

- * Make use of external agencies as appropriate (for example speech therapists, educational psychologists, school nursing service, local business partners & sports clubs)

- * Promote links within the active local community, as well as the villages served by the school.

- * Liaise with Local Authority officers and advisers

LONGPARISH C OF E PRIMARY SCHOOL: HEADTEACHER PERSON SPECIFICATION

Criteria (essential unless marked 'D' = desirable)

PERSONAL ATTRIBUTES

Qualifications

- * Qualified teacher
- * CPLO trained (D)
- * Holds or working towards NPQH (D)

Professional Experience

- * Headship, Deputy or other leadership role in the Primary phase
- * Experience of delivering outstanding teaching in the Primary phase
- * A CPD portfolio in relevant areas for general and leadership roles

Personal Qualities

- * Excellent interpersonal skills with the ability to lead and inspire others using both collaborative and directive methods as appropriate to the situation
- * Committed to working within a Christian ethos and to developing the Christian identity of the school. Respectful of people with different theological perspectives and none
- * Up to date knowledge of trends and issues affecting children, young people and their family environments
- * Ability to prioritise and manage time effectively and to delegate work or seek support when appropriate
- * Embrace IT in the school environment for teaching, learning and management

LEADERSHIP AND MANAGEMENT

Strategy and Development

- * Implement and articulate the school values and vision
- * Experienced in working with others to develop and maintain the vision strategy ensuring it is relevant and current in an ever changing societal environment
- * Coordinate the development of all staff, enhancing strengths to support the needs of all children

Ethos-principles

- * Confident and committed to safeguarding children, understanding and practicing core principles
- * Engage with the community in which the school serves, fostering meaningful links that will grow a healthy learning relationship for the school and the community

Organisation and Management

- * Committed to promoting effective teamwork within and beyond the school
- * Experience of budget management in a complex and changing situation (D)
- * Experience of maintaining and implementing the school's Risk Register



LONGPARISH C OF E PRIMARY SCHOOL: HEADTEACHER PERSON SPECIFICATION

TEACHING, LEARNING AND STANDARDS

- * Committed to offering a curriculum of outstanding merit
- * Understand and confidently articulate the key features of outstanding teaching. Work with others to ensure the current outstanding teaching plan is implemented and improved where necessary
- * Knowledge and experience of implementing the current EYFS Statutory Framework
- * Experience and understanding of continuous provision across EYFS and KS1
- * Expertise in improving English and Mathematics across a Key Stage
- * Experience of using attainment data to track progress and implement improvement strategies across the ability range
- * Proven ability to drive high standards for all children, including those with SEND and those working at greater depth

WORKING WITH OTHERS

Pupils

- * Committed to enjoyment as a key aspect of effective learning
- * Confident in leading interactive Christian worship and other whole school activities
- * Experience of promoting effective study skills, independent learning and self-assessment

Staff

- * Experience in all aspects of successful recruitment
- * Experience in peer review of classroom practice, working with teachers to constantly improve current practice
- * Experience in supporting others and values being part of a team

Parents, Carers and guardians

- * Experienced and effective in communicating with parents and carers

Governing Body

- * Good understanding of the role of governors on strategic leadership and evaluation of effectiveness
- * Experience of and commitment to developing the skills of governors to be effective in their role (D)



YOUR FIRST STEPS AT LONGPARISH SCHOOL

The Governors would particularly like to see you focus in the immediate term on the following areas, which they believe would benefit from an initial impetus:

1. Continue to drive the school's vision to ensure that every child has the opportunity to realise their potential.
2. Gain a clear understanding of our curriculum design and the golden thread that runs through all teaching, learning and experiences within the school. Identify opportunities to align our Climate Action Plan through this and start to implement opportunities.
3. Prepare for SIAMS inspection due to take place during 2026/27 academic year.
4. Embrace the clear communication channels with the school community, including parents and the wider community, to inform, educate and advocate for the school.
5. In order to ensure the school is well positioned to manage future change, review all elements of the school and develop a SWOT matrix and headline recommendations to present to the governing body.



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.

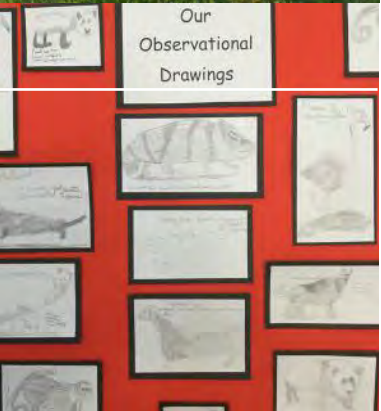
Hampshire's 'Early Admission' policy allows children to start school at the beginning of the school year in which they are five years old. At the other end of the age range, Hampshire was one of the first authorities in the country to establish a joint agreement on the 14-19 education of all students 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 Headteachers 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 Headteachers, in partnership with governors, the LA operates a structured induction development programme which also helps develop close working relationships with other Headteachers 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.



The Dioceses of Portsmouth & Winchester

Diocesan Board of Education

Within the Dioceses of Portsmouth and Winchester there are 153 schools with links to the Church of England. Consisting of 86 Voluntary Controlled, 49 Voluntary Aided, 1 Foundation, 2 Joint Anglican and Roman Catholic, 6 Academies, 11 Affiliated, 7 Federated Schools and 32 Independent Church Schools. These are spread across six local authority areas, Bournemouth, Dorset, Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Bishops of Portsmouth and Winchester encourage Church school Headteachers and governing bodies to consider carefully, with parish clergy and parochial church councils, matters relating to the spiritual, moral, social and cultural development, ethos, worship, religious education and the partnership between school and parish.

The Diocesan Board of Education and its staff support church schools in these matters as well as working alongside Local Authorities with general support, advice and training for church schools and their governing bodies. The education staff also support parishes and clergy in developing their work with schools.

New Headteachers are encouraged to attend leadership training courses provided by the Diocese as part of their induction process. The Diocese also offers courses and events for school staff on all aspects of church school leadership and management.

The diocesan representative involved in the appointment process at the school you are applying to will be:

Rob Sanders
Deputy Director of Education

If you are successful in the post you are applying for, the Diocesan Director of Education and his staff will be pleased to offer you whatever support they can during your time in the school.



APPLICATION PROCEDURE

Candidates should complete the application form and return it so that it is received no later than noon on Wednesday 7th January 2026 to:

The Chair of Governors
Longparish C.E. (VA) Primary School
Longparish, Hampshire, SP11 6PB
T: 01264 720317
E: chair@longparish.hants.sch.uk

You should provide a full statement in support of your application. Please do not restate the factual details already included elsewhere on the application form.

Informal Visits

We would be proud to welcome you to our school and show you around. Please get in touch with us to see what is possible. Please telephone the office on 01264 720317 in advance to make the arrangements.

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgment within this time, please contact the office.

Selection Procedure

The shortlist will be drawn up on 8th January 2026. Shortlisted applicants will be advised the next working day after this date. The selection process will take place on Wednesday 14th January 2026 (and possibly extend to Thursday 15th January). The panel will decide if the extended day is required prior to the end of day 1 and this may lead to candidates being considered at the end of Day 1.

Safer Recruitment

Longparish C.E Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people. We 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.

GDPR General Data Protection Regulations)

You should be aware that the information you provide will be stored on Hampshire County Council's secure database and will only be used to process your application. It will not be passed to any other organisation.

Equality Monitoring

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

Applications by email

Applications should be submitted by email, if this is not possible then please telephone the office to make alternative arrangements.

Please do not send both paper and electronic applications.

