

St John's CofE VA Primary School

Basingstoke

Headteacher Information Pack





CHAIR OF GOVERNORS

Geoff Knappett

Thank you for your interest in the Headship of St John's Church of England Primary School.

St John's is a special place. We are a school where the "culture" isn't just a word on a wall; it is the heartbeat of our corridors. In our most recent parent survey, we received over 150 individual comments regarding our school culture. Those messages told a consistent story: of a school where children behave and learn not because they are told to, but because they are inspired to. At St John's, we don't use authority to compel; we use motivation to engage. This "St John's Way" is what makes our community so vibrant.

Our Foundations of Excellence

Our recent successes reflect this philosophy. In July 2024, our SIAMS inspection recognised our identity as a Church of England school that is deeply inclusive. While our faith underpins our values, we pride ourselves on being a place where families of all faiths and no faith feel equally valued and celebrated.

Our 2025 Ofsted inspection resulted in "Outstanding" judgements across all five areas, a testament to a team that refuses to compromise on a child's potential, whether in the classroom, on the sports field, or through our rich extra-curricular programme.

Stability and Support

You will be joining a school that is as operationally robust as it is educationally successful. Unlike many in the sector, we are financially strong. Thanks to meticulous long-term planning, careful budgeting, and robust cost control, our new Headteacher will have the fiscal security needed to lead with confidence.

Supporting you in this mission is a highly skilled and fully-staffed Governing Body, further bolstered by additional associate members. We pride ourselves on being a "thinking" Board; we provide the unwavering support a leader needs while maintaining the robust challenge required to keep the school moving forward.

The Leader We Seek

We are looking for a dynamic leader who isn't intimidated by "Outstanding," but rather energised by it. We need an excellent communicator who can honour the foundations we have built while possessing the vision to see what comes next. You won't be expected to "fix" St John's—you will be expected to lead its evolution as we are fully aware that 'outstanding' does not mean perfect.

We strongly encourage you to visit us. Once you walk through our doors and see our children in action, you'll understand why this is such a unique opportunity.

On behalf of the Governing Body, I look forward to receiving your application.



RECTOR, BASINGSTOKE CHURCH

Revd John Hudson

Over the four years I've served as Rector here in Basingstoke, it has been a real joy to see the relationship between us as the parish church and St John's school continue to grow in depth and strength. The connection between our communities is life-giving, and it was encouraging to see this recognised so clearly in the recent SIAMS inspection, where the inspectors noted that:

“St John's effectiveness as a Church school is strengthened by its close relationship with the local church.”

Our rising generations team lead acts of Collective Worship every fortnight with lively sung worship that gets the children moving, along with practical, relevant and applicable talks. We are also delighted to welcome the whole school into our church buildings for key moments in the year - Easter, Christmas and the Year 6 leavers' service - which are always occasions of real celebration.

It has also been encouraging to see a growing number of pupils, parents and members of staff choosing to worship with us on Sundays, a trend that speaks to the strong and natural bonds between church and school.

Serving as a governor at St John's has been a privilege. The ambition, creativity and commitment of the staff team have made the role a joy, and their hard work was rightly recognised in the school's recent outstanding Ofsted judgement.

As a church we are part of the HTB Network, which gives us access to regular conversations, shared learning and best practice from growing churches across the country - particularly in the areas of schools work and children's ministry – which we bring to our work with St John's and the other primary schools we visit regularly across the town.

St John's was founded by the vicar of this parish in 1900 and has remained closely connected to the life of the church ever since. We are fully committed to supporting the school and its new headteacher in the next season, continuing to strengthen this relationship for the good of the children, staff and wider community.



[HOME](#)[OUR SCHOOL](#)[KEY INFORMATION](#)[NEWS AND EVENTS](#)[PARENTS](#)[CHILDREN](#)[CLUBS](#)

Learning, Loving and Laughing Together!

OUR SCHOOL

St John's is a 1.5 form entry (45 PAN) Church of England (Aided) Primary school for pupils aged 4 – 11. We are currently full and are over subscribed for September 2026 entry.

The school catchment is mainly owner-occupied housing and properties owned by the housing associations.

The children are organised into 11 classes, 9 of which have a full-time class teacher with experienced job-sharers leading the other two.

The classes are organised into 3 phases (FS/KS1, LKS2, UKS2), each led by a phase leader who is an experienced teacher.

Years 1 – 6 are organised into mixed aged classes (Yr 1/2, Yr 3/4, Yr 5/6). Year R children are organised into two straight age classes.



We have 47 staff members, not all fulltime, of which 14.39 (FTE) are teachers.

Our non-class-based Deputy headteacher is also the SENCO.

Our team of LSAs includes HLTAs, speech and language specialists, FEIPS trained LSA /ELSA and a THRIVE childhood practitioner. Many of our LSAs support EHP pupils (or are awaiting their EHCP to be finalised) one-to-one. We also have a qualified level 5 sports coach who provides some PPA cover as well as working alongside teachers to support and develop PE teaching.



In addition to the class-based staff, we have an excellent admin and site team who are overseen by a Senior Admin Officer.

We also operate a 40-place on-site Breakfast and After School wrap around care scheme. This is open to St John's pupils only and is run by members of the school team alongside staff who are employed specifically for the role.

There is a strong, established governing board with an excellent range of skills. The board includes a number of associate members who have been recruited to support a specific purpose. Our active FOSJ (Friends of St John's) regularly raises money for the community and fund additional projects.



INSPECTIONS

SIAMS 2024



‘Spiritual development is an intrinsic part of the curriculum with links made across subjects using the school’s chosen language.’

See the full report at <https://www.st-johnscofe.hants.sch.uk/attachments/documents.asp?id=139>

OFSTED 2025



The quality of education	Outstanding
Behaviour and attitudes	Outstanding
Personal development	Outstanding
Leadership and management	Outstanding
Early years provision	Outstanding

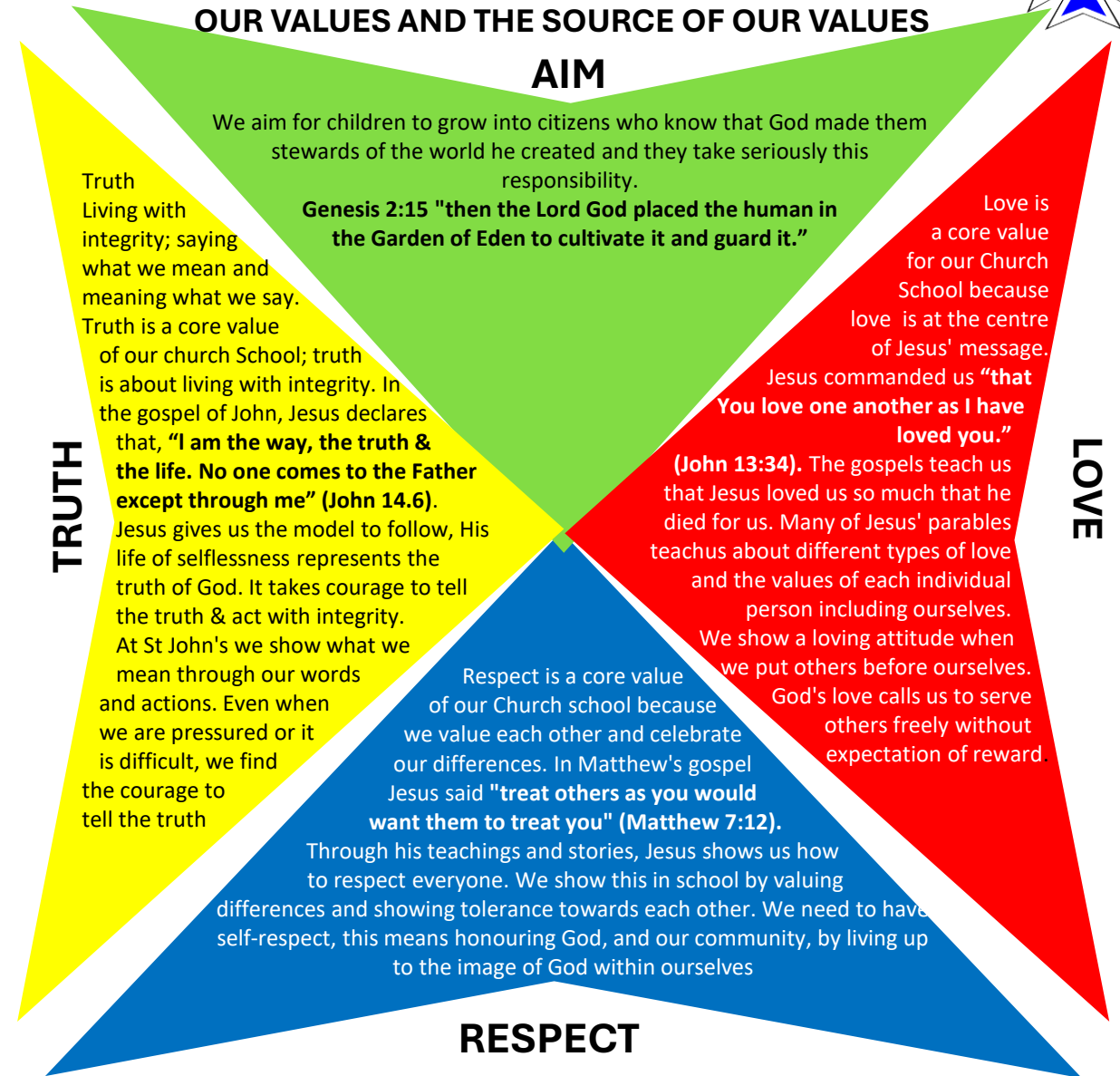
See the full report at <https://www.st-johnscofe.hants.sch.uk/attachments/documents.asp?id=138>



OUR VISION

Learning, Loving and Laughing is at the heart of all that we do at St John's. Through our core Christian values of *Love, Truth and Respect* and our inter-disciplinary St John's curriculum, we want children to have an 'excellent' education to enable them to believe in themselves and achieve their potential, while being equipped to become global citizens who show respect and compassion for everything in God's world.

John 10:10 — "I have come in order that you may have life — life in all its fullness". Children require a good education to be able to contribute to the society, make good decisions, have opportunities and develop healthy relationships. Thus fulfilling their potential and living life in all its fullness.



PARENT SURVEY 2026

We asked parents what they liked most about our school culture.

We categorised the responses into these top themes:

Key Theme	Mentions	What Parents Said
Friendliness & Welcomeness	30	"Warm," "Very welcoming every morning," "Friendly and open culture."
Inclusion & Diversity	22	"Respect for all religions," "Individual treatment," "Open attitude."
Christian Values & Morality	19	"Living the values," "Religious morality," "Learning about Jesus."
Safety & Emotional Wellbeing	16	"Nurturing nature," "Feels kind and safe," "Child feels seen."
Community & "Family Feel"	15	"Togetherness," "Close-knit," "Small feel where everyone is known."
Mutual Respect	13	"Respect for one another," "Staff ensure children respect each other."

"My child feels like he belongs in the school community.. he is well looked after, has a great community of friends, and learns about kindness and care." — **Parent Survey Comment**

WHAT STAFF VALUE

Staff expressed a strong desire to protect the unique identity of the school while maintaining a supportive working environment.

The School Ethos & Values:

Maintaining the **Christian Ethos** and core school values.

Keeping **children at the heart** of every decision.

Fostering a culture of **respect** between adults and children.

Protecting the "unique" nurturing environment and school productions/sporting activities.

The Staff Support System:

Work-Life Balance: Staff greatly appreciate the current level of flexibility, particularly in managing family responsibilities and maintaining work–life balance

Open Communication: The "open office door" policy and being able to speak honestly about personal or school issues.

Inclusion: Strong values surrounding inclusion and learning behaviours.

What Our Staff Value in Their Next Leader

Approachability

Focus on Staff Wellbeing

Pedagogical Expertise

Strong Discipline & Visibility

Strategic Vision

“Protect our strong values-based ethos that puts children first and supports staff and families.”

JOB DESCRIPTION

The Contract of Employment between the Governing Body and the Headteacher will be the current Contract of Employment for a Headteacher. The job description can be amended at any time, following consultation between the Headteacher and the Governing Body and will be reviewed annually.

Salary Scale: The Governing Body have determined that this post should be paid on the Hampshire agreed pay scale. St John's Church of England Primary school is a Group 3 school. Governors have set the Leadership Salary Range as L 18 - L 24. This role is full time.

General job expectations and accountabilities: The Headteacher is an employee of the Governing Body and is required to carry out his/her professional duties in accordance with the terms and conditions of the current School Teachers' Pay and Conditions Document and relevant employment legislation. The [Headteachers' standards 2020 - GOV.UK](#) form the basis of our Headteacher job description. They can be found here.

Key responsibilities:

- Safeguarding: The post holder will be the lead Designated Safeguarding Lead (DSL) and is responsible for ensuring that all school and county child protection policies are adhered to and concerns are raised in accordance with these policies.
- Financial Management: Advising the Governing Body on the school's annual budget and the budget revision as appropriate, as well as being responsible for the day-to-day running of the budget.

KEY TASKS

The priorities in the first year are:

- To lead the reshaping of the school's Christian vision and values, reflecting St John's role within the school community and its partnership with the Church, thus ensuring they are relevant to the modern world and provide a clear, shared direction for the future, uniting and inspiring all.
- To lead the development of the school's next three-year strategy, setting ambitious and achievable priorities for the future.
- To maintain and further enhance the school's already high standards across all areas, nurturing and developing leaders at every level to sustain and drive continuous improvement.



We are seeking a leader who:

- Is a strategic and imaginative leader who brings creativity and confidence in transforming a school's vision into effective strategy and measurable action.
- Demonstrates a strong understanding of the opportunities and challenges associated with mixed-age classes.
- Holds high ambitions and expectations for all children, regardless of their starting points or needs.
- Has experience in managing a budget effectively to maximise the quality of educational experiences for every pupil.
- Thinks beyond the classroom and is committed to providing a rich programme of extracurricular opportunities that broaden children's experiences and personal development.
- Is prepared to deliver acts of Christian worship and uphold and enhance the Christian distinctiveness of the school.
- Is a clear and adaptable communicator, comfortable working collaboratively across the entire school community, fostering positive relationships with staff, students, and families.

Primary School Headteacher – Person Specification

The following person specification outlines the essential and desirable experience, knowledge and skills required for the role of Primary School Headteacher. All criteria are phrased in terms of demonstrable professional skills, knowledge and experience.

Criteria	Essential	Desirable	A – application I – interview R - reference
Professional qualifications and experience	Qualified teacher status		A
	Senior leadership experience in primary education as a deputy, assistant head or equivalent	Experienced headteacher	A,R
	Evidence of relevant further professional in-service training and continuing professional development	NPQSL or NPQH	A
	Has a proven ability to work as part of a team		R
	Analyses complex situations rapidly and provides practical solutions based on clear principles		I,R

Teaching and learning

Experience of upholding ambitious educational standards that prepare primary pupils for their next phase of education and life.	Evidence of long-term impact on outcomes across different primary cohorts.	A,R,I
Knowledge of evidence-informed pedagogy and experience of establishing high-quality teaching across the EYFS and primary curriculum.		A,I
Experience of ensuring a broad, structured and coherent primary curriculum, defining clear knowledge, skills and values.	Ability to innovate curriculum design in response to emerging national and local priorities.	A,I
Strong knowledge of the opportunities and challenges associated with mixed-age primary classes, with experience of adapting curriculum and assessment accordingly.	Experience of significantly improving outcomes within mixed-age settings.	A,R,I

Inclusion

Ability to sustain high standards of behaviour and courteous conduct in line with the school's policy.

Experience of implementing restorative or specialist behaviour approaches.

A,R,I

Experience of significantly narrowing attainment gaps.

Holds high ambitions for all children regardless of their starting points or needs and demonstrates the ability to promote equity and inclusion.

A,R,I

Experience of identifying additional needs/SEND and securing appropriate support in partnership with parents and professionals.

Specialist SEND training or qualifications.

A,I

Commitment to providing a rich and varied extracurricular programme that enhances pupils' personal development and broadens their experiences.

Experience of designing or expanding school enrichment programmes.

A,I

Christian distinctiveness	Prepared to deliver acts of Christian worship	Experience working within a Church of England or other faith-based school context.	I
	Uphold the Christian distinctiveness of the school.		A,I
Safeguarding	Strong understanding of statutory safeguarding requirements and experience of implementing effective safeguarding practice across the school.	DSL training or extensive senior safeguarding experience.	A, R, I

Leadership and governance

Experience of managing part of a school budget effectively.	Experience of managing a whole school budget effectively to maximise high-quality educational provision.	I
Ability to develop evidence-informed school improvement strategies that are realistic, well-sequenced and aligned to the school's context.	Experience contributing to wider local or national improvement initiatives.	A, I
Demonstrates strategic, imaginative leadership with creativity and confidence in translating vision into measurable action.	Evidence of leading transformational change.	A,R,I
Understanding of the role of effective governance and ability to give account and accept responsibility.		A,I
Ability to think and act strategically about the evolving role of primary school leaders, including community and system leadership.	Contribution to system-wide leadership beyond the school.	I

Parent and community partnerships	Experience of building strong, positive relationships with parents, carers and the wider community.	Experience leading community-wide or cross-agency partnerships.	A,R,I
Professional development	Experience of enabling staff to access high-quality, sustained CPD aligned to school, team and individual priorities.	Experience of designing or delivering CPD programmes.	R, I
Interpersonal and communication skills	Clear, confident and adaptable communicator able to engage effectively with staff, pupils, families and wider partners.	Experience representing the school in local or national forums.	R, I



IMPORTANT INFORMATION

Diversity and Inclusion

We are a proudly inclusive school, and as such, positively welcome applicants from all backgrounds. All applicants will be required to complete an Equality Monitoring form. Should you require reasonable adjustments to support your application please let us know.

Safeguarding and Safer Recruitment

St John's CofE VA Primary School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We 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

PRIVACY NOTICE

St John's CofE VA Primary School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School. The legal basis for processing your personal data is that it is necessary for the performance of the employment contract, or in order to take steps before entering into a contract, and is necessary for Hampshire 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 website for further details on our privacy notice and Data Protection Policy.

You can contact the School's Data Protection Officer if you have a concern about the way we collect or use your data.

APPLICATION PROCESS

School Visits

Visits to the school, before the application closing date, are warmly welcomed. Please contact adminoffice@st-johnscofe.hants.sch.uk for a time.

To Apply

To apply please visit the online jobs page at Education Jobs: You will need to complete and upload an application form and provide a supporting statement (maximum of two sides of A4). Applications must be received on or before 16 April 2026 (noon).

SELECTION PROCESS

The selection process will take place in Basingstoke on 29 – 30 April 2026

Applicants who are shortlisted will undertake several assessment activities, some of which will be school based. Further information will be provided to applicants who are shortlisted. We will confirm outcomes shortly after the selection process is completed.

The successful candidate will start in September 2026.

If you have any questions regarding the application or selection process, please contact: Admin Office adminoffice@st-johnscofe.hants.sch.uk

EDUCATION IN HAMPSHIRE

Discover more about what Hampshire has to offer by visiting Hampshire County Council Education and learning.

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.



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

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.



EDUCATION IN HAMPSHIRE

Discover more about what Hampshire has to offer by visiting [Hampshire County Council, Education and Learning](#)

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.



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

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.





OUR DIOCESE

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

OUR DIOCESE

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:

Sue Bowen

Church Schools Advisor

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.





Thank you for your interest in our school
Good luck with your application