



Headteacher Information Pack



Please visit our school website at:

www.newlandsprimary.net

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A Letter from the Governors

Dear Applicant,

It's with pleasure the governing body of Newlands Primary has assembled this information pack for prospective headteacher applicants for our school - thank you for your interest. We are looking to appoint an attentive and driven individual, who shares our values, and can lead our exceptional staff to deliver the best possible outcomes for every child.

As you will see in the following pages, the Newlands community values the benefits of being a small school and the nurturing environment which is central to the strategy of the school. As a governing body, we feel it is important to facilitate the development of the whole child and want a broad and balanced curriculum to allow this, as well as offering ample opportunities for the children at Newlands to grow in confidence in all areas.

If you haven't already visited us, I strongly advise you do to see the wonderful work of the staff and children of Newlands and to sample the "family-like atmosphere" that so many of our parents speak about.

We look forward to receiving your application and finding out more about your experiences and thoughts on how Newlands can continue to provide an excellent education for our children.

Sincerely,

Callum Whittern

About Us

Newlands Primary School is a one-form entry Local Authority maintained school based in the highly desirable town of Yateley. Situated in the northeast corner of Hart, Yateley offers convenient access to Reading, Basingstoke and Guildford, making it ideally positioned for commuting across neighbouring counties.

Built in 1980, Newlands Primary School was designed in a distinctive Swedish open-plan style and received several architectural awards for its innovative design. Since its opening, the school has been extended to accommodate seven classrooms with a central atrium which now houses the school library.



Our school is set within beautiful grounds that include a main playground, a spacious EYFS garden, adventure play equipment, outdoor classrooms, a dedicated nature area, and a large playing field complete with a running track.



The governing body provides strong support and effective challenge to the headteacher, drawing on the diverse backgrounds and experiences of its members. We currently have 177 children on roll across seven classes.

Vision & Values

Outstanding Achievement.

At Newlands we are proud that standards for all our pupils, whatever their starting points, are very high.

Exciting Curriculum.

We focus on learning in-context. We emphasise outdoor learning, visits, trips and residential stays to promote key learning objectives for our pupils.

Exceptional Care, Guidance and Support.

Our pupils are confident and feel safe. They have an excellent understanding of what they can do to help and support each other during their time at school.

Newlands is a nurturing and inclusive school where all children make meaningful progress and are challenged both academically and in their social development. The staff work tirelessly to remove barriers which might limit their pupils' progress.



We strive for excellence in all areas of Teaching and Learning including continual development of the Curriculum and creation of a respectful ethos, honouring individuals' beliefs, ideas and cultures.



Ofsted 2022: “Every pupil is treated as an individual at Newlands. Staff–pupil relationships are good because leaders have created a culture where understanding every pupil is important.”

What Children and Staff are Looking For:

“Relaxed, funny, kind, forgiving, fair and someone you can talk to”

"See them out of their office and around the school to get to know us"

“Enjoys sports and makes them a

“Strict but not too strict”

“Encourages parental involvement”

“Presence in the building - engages with the children – a head who is visible to the school

“Listens to staff views, is decisive and able to support teachers and develop them”

What Parents Are Looking

For:



"Prioritise emotional well-being and mental health"



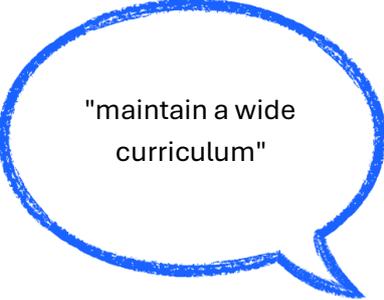
"Provide opportunities for the children to grow their confidence"



"Make sure trips remain open to all"



"Have a focus on learning by doing"



"maintain a wide curriculum"



"Ensure Newlands is a safe and engaging environment for learning"



"Continue to Provide a high level of education and development of"

Our Curriculum

At Newlands, we value all our children as individuals!

Developing the whole child is important to us and that aim is reflected in all we do.

Our school offers a broad and balanced curriculum, that emphasises rich, contextualised learning and provides a journey towards academic excellence, year after year. We emphasise the natural world, the great outdoors, and our collective responsibility in shaping the future.



We aim to inspire children to develop a love of learning, which remains with them for life, and teach them the skills they will need, in this age of technology.



Standards

	Newlands	Hampshire	National
Y1 Phonics Screening	89%	81%	80%
KS2 Reading (2024)	71%	74%	74%
KS2 Writing (2024)	81%	72%	72%
KS2 Maths (2024)	91%	72%	73%
KS2 Combined (2024)	67%	60%	61%



Wider Community

Friends of Newlands, our PTA, work hard to provide wonderful experiences for all children, such as school discos. They also raise funds for the school through Christmas and Summer fayres, cake sales and social evenings for the local community.

Within the school site, there is Newlands Early Years Centre, our main feeder pre-school. We also collaborate with Yateley Secondary School, where most of our children attend after their time at Newlands.

We have an existing contract with a third-party vendor to provide wrap-around care before and after the school day, which has been running since February.



Newlands has connections with other primary schools in the local area and across the county. The governing body would like for the new headteacher to continue and grow these links to share and enhance each other's teaching and learning to benefit our children.

Parents have told us they are keen to engage with the school and be part of their children's learning, with events such as den building, productions and sports day giving them a chance to participate.



Job Description

Job Title: Headteacher

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. Newlands Primary is a Group 2 school. Governors have set the Individual Salary Range at L13 (£66,919) to L19 (£77,552).

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.

Responsible to: The Governing Body of Newlands Primary School.

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.

National Standards Headteachers (2020)

The Headteachers' Standards form the basis of our Headteacher job description. They can be found at Headteachers' standards 2020 - GOV.UK (www.gov.uk)

First Year Key Tasks

Look to maximise financial efficiency and ensure resources are effectively used to achieve the best outcomes for the children at Newlands.

Work with the school community to refresh and embed our vision so it reflects the current context.

Continue to develop consistently strong teaching and learning across the school, whilst building capacity for staff development and growth.



Person Specification

Professional Qualifications:	
<u>Essential</u>	<u>Desirable</u>
Holds Qualified Teacher Status (QTS)	Holds National Professional Qualification for Headship or similar
Evidence of relevant further professional in-service training and continuing professional development	

Leadership & Management:	
<u>Essential</u>	<u>Desirable</u>
Proven successful Headship, Deputy Headship, or membership of a Senior Leadership Team in a school.	Experience of leading staff performance management
Is an active, visible leader who leads by example to implement positive change	
Demonstrates the ability to uphold public trust and confidence and always maintain appropriate positive professional boundaries in relationships with both children and adults	
Experience of managing and monitoring strategic financial planning	
Proven experience of driving school improvement that results in improved outcomes for children and their families	

Personal Skills & Attributes:

Essential

Communicates effectively with others – children, staff, governors, and parents and carers, including the more vulnerable members of our community

Can demonstrate an ability to make reasoned judgements and take difficult decisions, conveying required outcomes clearly, positively and with sensitivity to a range of audiences

Demonstrates a high level of commitment and a desire to be a key member of the Newlands community

Visible and approachable, and builds effective relationships with all

A team player who values others, recognises their strengths and works collaboratively to ensure good outcomes for all

Reflective, innovative and outward facing. Self-reflective and able to recognise when their skills and experience need further support, in order to meet the needs of the school

Creates a culture where staff are motivated, encouraged to take initiative and make decisions, develop their own skills and deepen their subject knowledge

Experience of coaching others to improve whole school outcomes.

Teaching, Learning & Assessment:

<u>Essential</u>	<u>Desirable</u>
Experience of effective curriculum design, development and implementation, with evidence of good impact on all pupils	Experience of EYFS, KS1 & KS2.
Experience of monitoring, evaluating and improving the quality of teaching and learning	
Willing to engage effectively with research, other schools and agencies to impact positively on improved outcomes	

Safeguarding:

<u>Essential</u>	<u>Desirable</u>
Demonstrates a commitment to keeping children safe and promoting a robust safeguarding culture within the school	
Can show evidence that demonstrates knowledge and understanding of current legislation, guidance and best practice for child protection including safer recruitment	
Can show evidence of a commitment to ensuring and contributing to an inclusive school through an effective understanding of equity, equality and diversity, and challenging all forms of discrimination	
Experience in being a DSL or DDSL.	

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 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 Process

Candidates should complete the application form and return it via email so that it is received no later than noon on 8th September 2025.

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 12th September 2025 and the selection process will take place 29th & 30th September 2025. 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

Safer Recruitment

Newlands Primary School 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 & Barring checks along with other relevant employment checks.”

Privacy notice – The 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 the County Council to comply with a legal obligation.

The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee.

You have some legal rights in respect of the personal information we collect from you. Please see the School's website for further details on their privacy notice and data protection policy.

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