



BASSETT GREEN PRIMARY SCHOOL

HEADTEACHER PACK



APPLICATION DEADLINE

FRIDAY 14TH MARCH 2025

START DATE SEPTEMBER 2025



INTERVIEW DATES

27TH AND 28TH MARCH 2025

BASSETT GREEN PRIMARY SCHOOL, HONEYSUCKLE ROAD, SOUTHAMPTON, SO16 3BZ



INFO@BASSETTGREEN.NET



023 8067 6262



BASSETTGREEN.NET



WELCOME FROM THE CHAIR OF GOVERNORS

Dear Applicant

I am delighted that you are interested in the position of Headteacher at Bassett Green Primary School. You will be joining us at the perfect time to continue our journey of success with your drive and determination to take us towards outstanding.

Bassett Green Primary School is an inclusive two-form primary school in the multicultural and diverse ward of Bassett in Southampton. We are a maintained school that is part of the Aspire Community Trust and benefits from the close working partnerships across our family of schools. The school has been on a significant improvement journey since 2019, receiving a "Good" rating from Ofsted in July 2021. We have also worked hard to achieve a balanced budget and in year surplus, and we are forecasting an increase in our reserves this financial year. These achievements are a testament to the strong leadership, hard work and commitment of our staff, children and wider school community over the last few years. This has also fostered a strong Bassett Green family culture that is echoed throughout our school community and beyond. Our previous headteacher only left due to her family relocating to Cornwall. We currently have an Interim Headteacher in post.

Our school motto is "Be brave, be brilliant, be your best," which encapsulates our dynamic and ambitious approach to education. We believe in nurturing the individual strengths and talents of each child, providing them with the tools and opportunities to excel in their academic and personal endeavours.

Our staff members are dedicated and supportive, and we invest in their professional development and prioritise coaching and mentoring to foster a culture of continual improvement. As a school, we are ambitious and strive for excellence in all areas of education. Our dedicated and growing governing body is committed to providing the necessary support and guidance to enable our staff and children to thrive.

We have a strong sporting culture and believe in the power of physical activity to enhance the overall well-being and development of our children. Our new school minibus enables our children to attend a range of sporting fixtures and extra-curricular activities. We are proud to be recognised as a School of Sanctuary, ensuring that every child feels safe and supported within our school. We are part of the Southampton NHS 'Healthy High Five' scheme which recognising our promotion of physical exercise, oral health, healthy eating, nurture/nature and mindfulness around the school and have achieved the silver award status. Our dedicated Family Support Worker knows our families well and is an integral member of our team, working alongside multiagency colleagues to support our vulnerable children and families.

Whilst we are incredibly proud of what we have achieved so far, and have a solid foundation in place, we know that there is still much we can learn and improve on. We are open to change and innovation, and we are excited about what a new perspective, experiences and knowledge a primary specialist Headteacher can bring.

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If you are a strong, passionate, aspirational and innovative primary educational leader who shares our vision and values, we encourage you to apply for the role of Headteacher at Bassett Green Primary School. Together, we can make a positive impact on the lives of our children and continue to build upon our strong foundation.

I hope this information pack will support you in understanding the context of our school and its priorities. Our school's website offers further details about us. If you think that you would enjoy a new challenge and be a good fit for our school, we believe that you will get the best feel for the school if you are able to arrange a time to come and see us, so you can meet our wonderful children and staff, and experience Bassett Green for yourself. We hope you will find the time to visit. Please contact our school office to arrange this on 023 8067 6262 or via email htrecruitment@bassettgreen.net.

We very much look forward to hearing from you and we wish you every success with your application.

Yours sincerely,



Vikki Maxwell
Chair of Governors
Bassett Green Primary School

email: chair@bassettgreen.net





ABOUT ASPIRE COMMUNITY TRUST



Bassett Green Primary School is a proud member of the Aspire Community Trust. It enables us to collaborate and share good practice with a number of other schools, whilst retaining our own identity and autonomy.

Dear potential colleague headteacher,

Aspire Community Trust

The Aspire Community Trust was set up in 2017. It is a co-operative trust, which means that our family of schools all have their own ethos, governing body and headteacher. We choose to work together because we are all stronger when we share resources, expertise and ideas.

We are a diverse family!

- Bassett Green Primary School
- Bevois Town Primary School
- Cantell Secondary School
- Highfield Church of England School
- Mansbridge Primary School
- Maytree Infants and Nursery School
- Mount Pleasant Junior School
- Swaythling Primary School
- Vermont Special School

Working together has enabled us to set up curriculum network groups to map progression from EYFS to GCSE in all subjects of the National Curriculum. We have a SENCo group who work together to share good practice, a Business Managers group to look at joint procurement and secure best value in these challenging financial times. We have a DSL group who meet to ensure we are meeting all the challenges that the rapidly evolving safeguarding remit presents us with.

We recognise that we have to look after our headteachers. Aspire Community Trust is proud to have been the driving force behind the Southampton 'Caversham Covenant'- a set of agreements and understandings that seek to enable headteachers and other key partners to look after each other during times when headship can feel like a lonely job. Because it's still the best job in the world, and schools flourish when their leaders thrive. We look after our headteachers - the Bassett Green post is a rare opportunity to come and join our vibrant family of schools and secure a better future for all our children.






J Draper, H Kutty co- chairs, Aspire Community Trust.



OUR SCHOOL MOTTO, VISIONS AND VALUES

As an inspiring leader, you will be dedicated to being your 'Bassett Best' to provide the highest quality education and care for our children, staff and wider community. You will embody our school motto of **'Be Brave, Be Brilliant, Be Our Best'**. We believe in nurturing the individual strengths and talents of each child, providing them with the tools and opportunities to excel in their academic and personal endeavours.

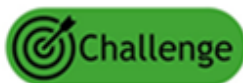
At Bassett Green Primary School, each child is at the heart of all that we do. We aim to guide and support children's development, shaping them for life as well as giving them the essential tools for learning. Our vision is to:

-  Inspire a passion and thirst for memorable and lifelong learning
-  Provide our community with the best life chances to thrive and achieve
-  Give children the knowledge, skills and values to succeed
-  Enable all to make a positive impact within the community and the wider world
-  Ensure every child is successful at school and beyond

Our four core school values have been developed in consultation with our children, parents, staff and governors. They underpin everything that we do in our school. We want our new Headteacher to continue to drive our vision and ensure success for each and every child. You will need to share and demonstrate our school values:



Respect



Challenge



Resilience



Teamwork

To support our rich and diverse community, you will be a highly effective communicator and capable of engaging our children and wider community. You will have the ability to inspire trust and confidence, with the kindness and love that we have put at the centre of our school shining through. We refer to this as the 'Bassett Buzz'.

To experience a flavour of our school, please see the [website](#) for further information and our [Facebook page](#).





ABOUT OUR SCHOOL

Bassett Green Primary School had been rated 'Requires Improvement' by Ofsted for a decade. We have all worked extremely hard to improve the school and were thrilled that this was recognised by Ofsted in July 2021 where we judged to be 'Good' in all areas.

Our PAN has reduced from 90 to 60 and the current year 6 is the last remaining year group with three classes. Pupil mobility is closely monitored. Southampton City Council process all admissions. Currently there is a waiting list in all year groups. This is a testament to our improved quality and reputation.

Number of Children on Roll	444
Attendance YTD	94.7%
No. of children with SEND 2024-2025 EHCP's SEND Support	76 17 59
No. of Pupil Premium children	191
No. of children with EAL	226
Assessment & Performance	Please click here to access our data

OUR SCHOOL PRIORITIES

Our School Improvement Priorities are below. The governors have identified that these focus areas will need to continue to be embedded for the following academic year to take us through the next part of our journey at Bassett Green:

Quality of Education

- To improve the quality of teaching and learning across the school to ensure all children make rapid progress
- To embed assessment strategies in all areas across the curriculum to ensure children know and remember more (Ofsted AFI)
- To develop an effective approach to the teaching of reading ensuring positive progress and attainment
- To ensure sufficient challenge and depth in learning resulting in a higher proportion of pupils achieving greater depth

Behaviour & Attitudes

- To continue to improve attendance for all pupil groups in particular SEND (Ofsted AFI)

Leadership & Management

- To ensure that the use of the additional pupil premium funding is having the desired impact on teaching and learning for disadvantaged pupils



OUR BASSETT FAMILY

Despite being a large staff, we are a close knit team and refer to ourselves as the Bassett Green family. Staff wellbeing is high and we have a wellbeing team that organise events and regular wellbeing initiatives throughout the year.

OUR STAFF

What staff say about working at Bassett Green:

The best thing about working at Bassett Green is the sense of community and camaraderie among children, staff and parents. The outcome for the children is at the forefront of what we do. There is a family feel amongst staff and everyone cares and wants the very best for our children. No two days are ever the same! We have a warm and welcoming ethos, team spirit and a can-do attitude. It is so rewarding seeing children as they grow and transition onto the next stage of their learning. Bassett is on a wonderful journey and getting to know the children is what makes the biggest difference. It is also great that we always have such amazing experiences for them - trips, visitors, equipment, clubs etc. All staff have such a wealth of experience and ideas and are always keen to support. There's a strong sense of belonging, and we pride ourselves on valuing the growth and development of every child.



OUR CHILDREN

What our children say about our school:

We are a kind and welcoming school and it is very respectful. It's a fun place because you can explore and learn about new things. The trips are fun as you learn about the past and lots of new things. It's the best school and we show our Bassett best! We have fun and listen to the teachers and we show respect to staff, teachers and friends. It is an active school as we enjoy sports, it's amazing!



OUR PARENTS

What our parents say about our school:

Bassett Green Primary is a warm, inviting, welcoming and inclusive environment that characterises our school community. There's a strong sense of belonging where all children feel respected and supported. There is a great importance placed on diversity and inclusivity. Academic excellence is central to the school ethos, but they also prioritise offering a well-rounded education that caters to the individual needs of each child. Staff are professional and they support children to thrive and find their place in the world.





SUMMARY OF 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.

The Headteacher is accountable to the Governing Body of Bassett Green Primary School and Southampton Local Authority.

Salary scale:

Group 3 School, L18- L24* £75,674 - £86,783

Expectations/Accountabilities:

The Headteacher is an employee of the Governing Body and is required to carry out their professional duties in accordance with the terms and conditions of the current School Teacher's Pay and Conditions document, the National Standards of Excellence for Headteachers (2020), and relevant employment legislation.

Core Purpose:

The Headteacher will work with the Governors and staff to provide professional leadership, vision and strategic direction for the school in order to continue its success and ensure the highest quality of education and care for all of its pupils.

The Headteacher is responsible for the management and day-to-day operation of the school and overall performance of the school.



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SUMMARY OF JOB DESCRIPTION CONTINUED

Key Responsibilities

Strategic Leadership & Management:

- Embed and articulate the school's vision and ethos.
- Continue to encourage the implementation of the core values and ethos of the school.
- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge and to support each other.
- Ensure that the School Improvement Plan (SIP) is devised strategically in conjunction with Governors based on the needs of the school.
- Ensure the SIP is shared, understood and implemented by all staff.
- Take responsibility and accountability for identified areas of leadership, including statistical analysis of pupil groups, progress data and target setting.
- Evaluation of the standards of teaching and learning, ensuring that high standards of performance are established and maintained.
- Recruitment, selection, appointment and development of staff.
- Deliver a strategic programme of professional development for all staff including quality coaching and mentoring, in line with the school improvement plan and performance management.
- Lead the annual appraisal process for all identified support and teaching staff.
- Provide effective leadership and support for the Senior Leadership Team.
- Facilitate opportunities for aspiring leaders to develop their leadership potential.
- Distribute leadership throughout the school, giving members of staff distinct roles and responsibilities.
- Write, review and edit policies in line with statutory requirements and our policy review cycle.
- Work in partnership with the Governing Body to manage the school environment effectively and efficiently to ensure the needs of the curriculum, educational standards and health and safety are met by informing, advising and ensuring they are fully briefed in a timely manner to enable them to meet their responsibilities.
- 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.
- 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.

Safeguarding

- Responsible for ensuring that all school, local authority and national child protection policies are adhered to and that concerns are raised and swiftly addressed in accordance with these policies.
- Be one of the designated safeguarding leads (DSL).
- Responsible for promoting and safeguarding the welfare of children and young people within the school.
- Provide a safe and secure environment that safeguards the wellbeing and safety of the children and staff.

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SUMMARY OF JOB DESCRIPTION CONTINUED

Teaching and learning:

- Promote excellence in teaching and learning to ensure academic progress and the creative, physical, spiritual and social development of pupils of all abilities.
- Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all learners.
- Ensure the systematic teaching of basic skills and a high quality of education and care for pupils resulting in good progress and attainment for all pupil groups.
- Develop and review systems to ensure robust evaluation of school performance, progress data and actions to secure improvements comparable to appropriate national standards.
- Ensure a consistent approach to standards of behaviour, attendance and punctuality is implemented across the school.
- Ensures inclusive teaching for all pupil groups to ensure all pupils make good or better progress.

The Bassett Green family:

- Act as a champion and ambassador for Bassett Green Primary School.
- Ensure good communication between the school and parents/carers of current and potential pupils as active partners in their education.
- Maintain and develop the partnership within the Aspire Trust and strengthen collaboration with partners and the wider community.
- Continue to develop the capacity of the school to work with other organisations to share good practice, develop staff and improve the quality of education for all pupils.
- Support and encourage the work of the Friends of Bassett Green (PTA).

The Headteacher will participate in an annual performance review with Governors and an external assessor to discuss objectives set, the extent to which they have been achieved and the Headteacher's own development and welfare.



PERSON SPECIFICATION

The application statement should refer to the candidate's consideration of these relevant experiences, achievements and skills and relate to the key focus areas described alongside the job description.

Candidates will be measured against the essential and desirable criteria below.

Qualifications & Experience

It is essential for the applicant to have:

- Qualified Teacher with Qualified Teacher Status (QTS)
- A proven track record of success; able to lead by example and bring a team with them as a senior leader; experience in a primary school context (Deputy Head/ Head of School, Acting Head/ headteacher)
- A commitment to upholding the ethos and values of Bassett Green
- A commitment to meeting the needs of all learners regardless of ability or background

It is desirable for the applicant to have:

- Evidence of further professional study and/ or qualification
- A National Professional Qualification for Head Teachers (NPQH)
- Experience in a range of primary schools
- Understanding and recognition of the challenges and issues associated with leading a large, urban, multi-cultural school

Knowledge & Understanding

It is essential for the applicant to have:

- Strategic financial planning, budgetary management and principles of best value
- The use of a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance
- Developing and sustaining high quality teaching and learning across all subjects and phases, built on evidence- informed understanding of effective teaching and how pupils learn.
- The primary curriculum and the knowledge and skills taught from Year R- 6 and how to continue to develop the curriculum to ensure children know and remember more (Ofsted target July 2021)
- Inclusive teaching strategies and a knowledge of SEND needs
- Developing and sustaining high behaviour for learning expectations for all pupils, built upon effective relationships and routines
- Analysing and interpreting performance data and planning key priorities accordingly



PERSON SPECIFICATION

Knowledge & Understanding continued

It is essential that the applicant is able to demonstrate that they:

- Have a proven track record of leading successfully a change in an educational environment
- Builds effective community relationships based on mutual and collective responsibility with diverse partners to create a high quality learning environment for all
- Works effectively in partnership with parents, carers and professionals, providing support
- Develops appropriate evidence-informed strategies for improvement as part of well-targeted plans that are realistic, timely, appropriate and suited to the school's context
- Understand and welcomes the role of effective governance

Leadership Qualities

It is essential for the applicant to show they:

- Are a reflective practitioner
- Are passionate and desire the best education and experience for all children
- Have a collaborative approach and a strong commitment to continuous improvement
- Able to promote all aspects of staff wellbeing with an understanding of the significance of interpersonal relationships and strategies for promoting individual and team development
- Understand the principles of change and demonstrates the processes of managing change effectively
- Maintain a successful balance between operational and strategic activities
- Celebrate the achievements of all learners and establishes and maintains a culture of wellbeing and enjoyment
- Hold themselves and others to account for their responsibilities and performance
- Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being, allowing every child to flourish
- Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of their duty of care.



APPLICATION PROCEDURE

This vacancy will be subject to SCC Safer Recruitment procedures, including an enhanced DBS Check. We will also conduct online searches of shortlisted candidates, in line with our safeguarding checks and the updated guidance 'Keeping Children Safe in Education 2023'.

Please contact the School Business Manager, Amy Ayers, via email htrecruitment@bassettgreen.net if you would like to arrange a tour of the school.

Deadline for applications

Candidates should complete the application form and return it via email so that it is received no later than **Friday 14th March 2025** to this address: htrecruitment@bassettgreen.net

Please provide a full statement in support of your application, which should not exceed two sides of A4 paper.

Selection procedure

The selection process will take place on Thursday 27th March 2025 and Friday 28th March 2025.

Further details will be sent to those candidates called for interview.

Failure to send your application form to the above email address by the deadline stated may invalidate your application.

Equality monitoring

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