



Great Binfields Primary School Headteacher Recruitment Pack

Learning Together, Achieving Forever

Closing date: 9th April 2026 (noon)

Interview dates: 22nd-23rd April 2026

Job start date: September 2026

Salary: Leadership Scale L18 - L24*

Salary details: The indicative pay range is set at L18 (£78,702) to L24* (90,255).

Hours of work: Full time

Location: Great Binfields Primary School Binfields, Farm Lane, Chineham, Basingstoke, Hampshire, RG24 8AJ,

Contact email: HTRecruitment@hants.gov.uk

Are You Our Next Headteacher?

Are you a leader with a passion for shaping young minds?

We are looking for an inspiring Headteacher to lead our school community and build on the ethos of the school.

As our Headteacher, you will:

- Provide exemplary leadership and strategic direction.
- Champion excellence in teaching and learning.
- Inspire and support staff to deliver outstanding education.
- Work closely with parents, governors and the wider school community.
- Promote a positive, inclusive and aspirational school culture.

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Introduction & Invitation

On behalf of the Governing Body, I am delighted to invite applications for the post of Headteacher at Great Binfields Primary School.

Our current Headteacher will be leaving at the end of the summer term of 2026. We are now seeking a leader with the passion, experience and strategic vision to develop the school, building on the foundations that she and her team have created.

We are proud of our welcoming an inclusive ethos, our curriculum ambitions and a belief that every child matters. We are looking for a Headteacher with a clear, multi-year vision for the school, to equip our children with the knowledge, creativity, curiosity and other skills they require to succeed.

The school is academically successful, financially secure, and staffed by an effective and committed team. We aim to deliver personal development and wellbeing for all our children and staff. The school provides a resourced provision for visually impaired children.

We hope that this pack gives you a clear sense of what we value and the direction in which we aim to grow. We look forward to receiving your application and learning about the qualities and experience that you could bring to Great Binfields Primary School.

Matt Dooley

Chair of the Governing Body



About Great Binfields Primary School

Great Binfields Primary School is a lively, inclusive school within Basingstoke. Founded in 2001, the school has grown over the years into the thriving community it is today.

Great Binfields is a popular school in Basingstoke with 420 pupils arranged in 14 classes, making us a 2-form entry primary school. There is a purposeful, calm atmosphere throughout where our children have lots of fun exploring.

The school was built 25 years ago with additional buildings added in 2015. We have a lovely library and music room at the heart of the building. The school is set in substantial grounds with a woodland, playing field, playgrounds and dedicated outdoor spaces for Reception and Year 1 children.



Our curriculum is tailored to our children's needs to fulfil our mission of 'Learning together, achieving forever'. It is founded on the things that our children really needed from their education. Our children learn lots of new skills through a rich and wide-ranging enquiry-based curriculum and they apply these skills in different settings. Outdoor learning is an important part of our curriculum with forest school being an important part of our children's experience. We've recently refreshed our behaviour policy to a relational inclusion approach and the school has begun to work with Outdoor Play and Learning (OPAL) to redevelop lunchtimes to make the most of our outdoor space.



Alongside our high-quality mainstream provision, Great Binfields has a specialist resource base for children with Vision Impairment (VI). The provision can accommodate up to 6 children in school, and we also provide outreach support for primary school children across the north of Hampshire. We provide an environment where barriers to learning and participation are identified and overcome.

All children at Great Binfields Primary School are valued for their unique skills, personalities and abilities. Our school community is built on an ethos of celebrating and welcoming all and this threads through everything that we do. We strongly believe that childhood should be a happy, investigative time where curiosity can and will grow, leading to a thirst for new experiences and knowledge in and out of the curriculum. The teaching and learning in our school aims to provide these opportunities for all of our children, as we continuously grow and evolve, adapting to the needs of all our learners.

Why Join Our School?

Great Binfields is a genuinely special place. It is a school with a strong, caring community, where children are known as individuals. The culture is warm, inclusive and grounded in both high expectations and inclusion, a place where pastoral care sits proudly alongside academic ambition. Staff are dedicated and relationships are positive.



The school also has fantastic resources that give a new Headteacher real scope to develop our ethos, from its exceptional outdoor spaces to a committed team ready to build on strong foundations. There is huge enthusiasm for nurturing children's wellbeing, developing extra-curricular opportunities and making the most of the natural environment for learning.

For a Headteacher who values community, inclusion and creativity, Great Binfields offers a fantastic opportunity to lead a thriving school into its next exciting chapter.



Our Vision and Values

Values

At Great Binfields Primary School, every individual is valued for who they are and what they contribute to the school. They influence our relationship with ourselves, others and our wider society.

The values promoted at Great Binfields Primary School are central to the school community and will follow our children through life. In all that we do we strive to share, encourage and demonstrate positive values with our children; in order that they understand them and grow to live by them.



Vision

We want the children of Great Binfields Primary School to become confident, secure, responsible and caring individuals who achieve personal success, develop a commitment to lifelong learning and have the potential to shape and direct their own futures.

To do this, we aim to provide a curriculum which is not just about subjects. We present our curriculum through high quality care, welfare, learning and teaching. Through this vision, we encourage our pupils to learn, grow and achieve.

Our Curriculum

Great Binfields Primary School offers a broad, balanced and inclusive curriculum designed to inspire a love of learning and help every child reach their true potential. The curriculum celebrates each child's uniqueness and encourages both academic achievement and personal growth.

At the centre of the curriculum are the 'core' subjects of Literacy, Mathematics and Science. The Foundation subjects comprise of History, Geography, Art and Design, Design Technology, Music, Physical Education, Computing, Religious Education, Personal, Social, Health and Economic, Education (including Relationships & Sex Education) and French.

Children are taught and have opportunities to learn in a range of ways – individually, in groups and as a whole class, as appropriate. At all stages, children learn, practise and refine a wide



range of skills in all their activities across the National Curriculum. These are described as key skills as they help learners to improve their learning throughout their education, as well as in later life.

The key skills are complemented by the development across the curriculum of 'thinking skills' – information-processing, reasoning, enquiry, creative thinking and evaluative skills. Lessons are designed to be engaging and purposeful, with

opportunities for collaborative learning, critical thinking and exploration both inside and outside the classroom. The school regularly enhances learning with special projects, trips and enrichment activities, making learning exciting and memorable. This approach helps children become confident, resilient and enthusiastic learners, well-prepared for the next stage of their education and life beyond school.

With our resourced provision for Visual Impairment, we integrate into the main curriculum wherever possible. The VI pupils will spend the majority of their time in the classroom with their fellow students. Our aim is that they should be as independent as possible. We work to develop communication skills including how to sense emotions. We have also developed activities that allow sighted pupils to empathise with the VI pupils.





Our Children

We asked our children what they were looking for in a new Headteacher:

- Kind and approachable, someone who makes us feel comfortable and respected.
- Sporty and energetic, willing to get involved and lead by example.
- Not shouty or intimidating; but calm and confident in the way they speak.
- Someone who really understands us — how we think, how we feel, and what we're dealing with.
- A good listener who gives us time to explain and doesn't jump to conclusions.
- Someone who is impartial and fair, treating everyone equally and making decisions based on facts; not favourites.
- Someone who takes time for us and doesn't rush conversations or problems.
- Not too strict, but still able to set clear boundaries so we know where we stand.
- Someone who is in control and can handle the job confidently, even when things are busy or challenging.
- Someone who can calm others down in difficult situations and help us problem-solve.
- Capable and consistent, who doesn't give unfair whole-class or whole-year-group sanctions when only a few people are responsible.
- Fun and positive, who joins in with activities — for example, coming on trips and being part of the experience with us.
- Encouraging and inclusive, making sure everyone gets a chance to take part and feel involved.

- Someone who doesn't get stressed easily, but stays patient and level-headed, even on tough days.



Our Staff

This what our staff said they hoped for in their next Headteacher:

- Someone who has a clear vision for the school and the strength and integrity to lead it forward.
- They set high expectations for behaviour and achievement, recognising that success may look different for different children.
- Strong communicator — open, honest, transparent, and inclusive — ensuring staff feel informed, valued, and involved in forward planning.
- Visible and present around the school, approachable, and willing to listen to and learn from staff.
- A clear emphasis on staff and pupil wellbeing, with regular check-ins, workload awareness, and practical support.
- Compassionate, fair, and supportive, while also confident in having difficult conversations and tackling challenges when necessary.
- A trauma-informed Headteacher who creates a culture of safety, promotes strong, positive relationships between staff and students, encourages staff to respond calmly and consistently, and ensures that consequences (of harmful actions) are restorative.



Our Community

Our community is central to our school, we asked our parents, guardians and carers to highlight what they valued about the school and what they would like to see in the new Headteacher:

A balanced approach to academic, pastoral and extra-curricular life

Our community really appreciates the calm, welcoming environment at the school and would love to see continued focus on pastoral care, plus a strong offer of extra-curricular clubs and wider opportunities.

Warm, visible and approachable leadership

The children respond so well to adults who are present, kind and fair. Parents value clear communication and a Headteacher who genuinely enjoys being around children.

Making the most of the school's strengths, especially outdoor space & thoughtful use of technology

The outdoor areas are such an asset, and our community would love a Headteacher who really leans into outdoor learning and forest-school-style activities.

A leader who is genuinely committed to SEN and staff development

It's important to us that the new Headteacher has real experience of inclusive practice and keeps investing in CPD, so teachers feel confident supporting all children.

Our Priorities

During the first year of employment, our new Headteacher will be expected to fulfil the following key priorities, as identified by the Governing Body in conjunction with the Hampshire Improvement and Advisory Service (HIAS):

1) Deliver the Great Binfield's curriculum vision to prioritise high standards and inclusive Whole-Child Development

Balance academic ambition with nurturing the whole child. Draw on the school's commitment to relational inclusion, and ATAS (Attachment & Trauma Aware Schools).

2) Provide strong Leadership and Staff professional Development to grow the capacity of the school to improve

Grow both experienced and early-career staff, support wellbeing, and model clear, compassionate communication.

Experience with SEND given the school's inclusive practice and commitment to meeting diverse needs and the embedded VI unit.

3) Demonstrate Financial Understanding and Resource Stewardship

Lead the effective management of a healthy budget to drive strategic decisions that maximise use of resources for the benefit of the whole school community.

4) Promote Community Partnership and Engagement

Lead the engagement with the whole local community by fostering open communication, meaningful collaboration, and strong relationships.

Job Description

The Headteachers' Standards form the basis of our Headteacher job description.

The Headteachers' Standards can be found in full at GOV.UK ([here](#)).

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 required to carry out their professional duties in accordance with the terms and conditions of the current School Teachers' Pay and Conditions Document and relevant employment legislation.

Purpose of the Role

The overall purpose of this role is to provide strategic leadership and professional management for the school, ensuring high-quality education and continuous improvement. The Headteacher will inspire and lead a culture of excellence, inclusion and ambition, securing the best outcomes for all pupils.

Salary Scale

The Governing Body have determined that this post should be paid on the 2020 Hampshire agreed pay scale. Great Binfields Primary School is a Group 3 school. Governors have set the Individual Salary Range at L18 (£78,702) to L24* (£90,255).

Safeguarding

The Headteacher will be the Designated Safeguarding Lead (DSL) and is responsible for ensuring that all school and County child protection policies are adhered to, and that concerns are raised in accordance with these policies.

Equality and Inclusion

The Headteacher will uphold the principles of the Equality Act 2010, ensuring that policies and practices do not discriminate against any individual or group. The role holder will foster a school culture that values equality, diversity and inclusion, and that promotes mutual respect. The Headteacher will have overall accountability for ensuring that reasonable adjustments are made for pupils and staff, in accordance with prevailing legislation.

Health and Safety

The Headteacher will work in compliance with the school's Health and Safety policies, to ensure compliance with the Health and Safety at Work Act (1974). The role holder will ensure that compliance with Health and Safety procedures is observed at all times, under the provision of

safe systems of work, and through a safe and healthy environment. This will include such information, training instruction and supervision as necessary to accomplish those goals.

Data Protection

The Headteacher will ensure compliance, at all times, with the requirements of the Data Protection Act 2018, including when working with computerised systems and personal data.

Personal Specification

Whilst the Headteachers' Standards underpin this role, we are clear and intentional about the profile of the Headteacher we are seeking for Great Binfield's Primary School.

The Personal Specification on the following pages sets out the profile of our ideal candidate. Successful applicants must be able to demonstrate a strong fit against these requirements during the selection process.

Requirement	Essential	Desirable
Professional Qualifications and Experience	<ul style="list-style-type: none"> ● Has Qualified Teacher Status with other relevant qualifications e.g. Cert Ed., B. Ed. or first degree with PGCE ● Successful track record of delivery as a Headteacher or proven transferable senior leadership experience, in a relevant role, within the education sector - delivering results through and with others ● Evidence of own training or experience in meeting needs of all learners, including meeting the needs of vulnerable or complex learners ● Demonstrable understanding of a high-quality resource provision ● Proven experience of driving sustained school improvement across the Primary range, that results in improved outcomes for children and their families 	<ul style="list-style-type: none"> ● National Professional Qualification for Headship ● Evidence of significant and relevant continued professional development ● Experience of leading a resource provision in a school
Pupils, Staff and Stakeholders	<ul style="list-style-type: none"> ● Experience of establishing and sustaining an effective relational inclusion behaviour policy and culture ● Knowledge and understanding of SEND, ensuring the school fulfils statutory duties regarding the SEND Code of Practice. Ensure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate ● Evidence of ability to communicate effectively with all members of the school community, including staff, pupils and parents ● Successful track record of using insights from the staff, pupil and 	<ul style="list-style-type: none"> ● Experience of developing new and innovative ways of communicating and engaging with school stakeholders ● Evidence of developing deep and meaningful connections with the local community, for mutual benefit

	<p>parent voice to drive school evaluation and improvement</p> <ul style="list-style-type: none"> • Ability to inspire sustainable high performance of staff, through coaching, development and feedback 	
Safeguarding	<ul style="list-style-type: none"> • Experience as a Designated Safeguarding Lead (DSL) or Deputy DSL, with an understanding of working with children’s services • Evidence of leading the development of a strong safeguarding culture within a school, with up-to-date knowledge of safeguarding requirements and current legislation • Proven track-record of supporting the most vulnerable children and families in the community 	<ul style="list-style-type: none"> • Experience of safer recruitment policy and practice • Delivering effective strategies for raising attendance, and addressing challenging behaviour • Ability to build a strong connection with safeguarding governor
Leadership and Management	<ul style="list-style-type: none"> • Ability to articulate and implement an inspirational vision for the ongoing growth and development of a school • Demonstratable impact of your leadership approach, that motivates, empowers and inspires results through others • Experience of leading or contributing towards effective staff performance management and appraisal • Proven ability to use data to drive school improvement in the curriculum, teaching, and attainment • Knowledge and experience of working effectively with Governors • Proven ability and strategic approach to managing a budget 	<ul style="list-style-type: none"> • Knowledge and experience of different school staffing models and structures, including resource provision • Successful appointments, training and induction of staff including the development of talent
Teaching, Learning and Assessment	<ul style="list-style-type: none"> • Strong, current knowledge of the Primary curriculum and best practice • Proven experience designing and delivering an inclusive, high-quality Primary curriculum • Able to model and promote highly effective, adaptive teaching so all pupils achieve 	<ul style="list-style-type: none"> • Experience of engaging effectively with research, other schools and/or agencies to impact positively on the outcomes for children and their families

	<ul style="list-style-type: none"> ● Track record of achieving high standards, as reflected through the achievement of all pupil groups ● Substantial evidence of improving the attainment of all groups of children, including SEND, disadvantaged and vulnerable groups 	
Personal Attributes	<ul style="list-style-type: none"> ● Consistently models the school's values through their conduct, decision-making and relationships, setting high expectations for staff and pupils and ensuring these values are visible in everyday school life ● Has a child-centred approach working with children to enable progress, achievement and realisation of potential ● Strong communication skills with an ability to tailor messaging to different audiences. ● Demonstrates empathy and emotional awareness, taking time to understand others' perspectives and responding sensitively, especially when working under pressure ● Shows curiosity, asking thoughtful questions to deepen understanding and improve outcomes 	<ul style="list-style-type: none"> ● Holds a full UK driving licence

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

Great Binfields 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

Great Binfields 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.

How to apply

School Visits

Visits to the school, before the end application date, are warmly welcomed.

To arrange a school visit please contact adminoffice@greatbinfields.hants.sch.uk.

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 9th April 2026 (noon).

The Selection Process

The selection process will take place in Basingstoke on 22nd-23rd 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: adminoffice@greatbinfields.hants.sch.uk