



## Headteacher Information Pack 2026

# Letter from Chair of Governors

Dear prospective Headteacher of Smannell Field School,

Thank you for expressing interest in the position of Headteacher at Smannell Field School, a Local Authority Education Centre located in Test Valley in Andover. This information pack outlines the qualities we seek in our new Headteacher and offers insight into the nature of our school, our students, staff, and the wider community we support.

We are proud to be recognised by OFSTED as GOOD in all areas and are committed to continual improvement. We share a clear vision that all pupils can and will succeed. School leaders set very high standards for teaching and learning in order to maximise the life chances of our students.

Our current Headteacher, Amanda Edney, has guided the school admirably for over ten years strengthening its foundation and reputation as a proactive Education Centre where students thrive. We seek a successor who will sustain this progress and bring fresh ideas to further enhance our uncompromising ambition for our pupils.

We trust the accompanying materials illustrate the bespoke and supportive environment at Smannell Field School, where you could make a significant impact to the schools continuing improvement journey.

Please ensure your application clearly demonstrates how your experience aligns with the criteria detailed in the person specification, and how you would advance the key priorities outlined in this information pack.

While there are established pathways to headship within Hampshire, we welcome applications from candidates with diverse backgrounds who possess the talent and commitment to lead. If you believe you have the potential, regardless of traditional routes, we encourage you to apply.

We invite you to visit Smannell Field School before the interview process to experience firsthand what defines our centre. We would be pleased to arrange a guided tour at your convenience.

Yours sincerely,  
David Weston  
Chair of Governors  
Smannell Field School



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|--------------------------------|--|
| <b>Closing Date:</b>           | Wednesday 18 <sup>th</sup> March   |
| <b>Interview Date(s):</b>      | Tuesday 21 <sup>st</sup> April   |
| <b>Job Start Date:</b>         | September 2026   |
| <b>Contract:</b>               | Permanent  |
| <b>Salary Type:</b>            | Leadership Scale   |
| <b>Salary Details:</b>         | The indicative pay range - L18-24 £78,702-90,255 (dependent on experience) |
| <b>Hours of Work:</b>          | Full-time  |
| <b>Location of Role:</b>       | Smannell Field School, Andover, Hampshire.                                 |
| <b>Number on roll:</b>         | 42   |
| <b>Contact e-mail address:</b> | <a href="mailto:htrecruitment@hants.gov.uk">htrecruitment@hants.gov.uk</a> |

# Introduction to our School

Smannell Field School is a Local Authority Education Centre in north Hampshire. The school supports secondary school pupils across the Test Valley District Council area. The Test Valley covers 250 square miles of mixed urban rural communities.

Pupils, drawn from across the Test Valley, join the school at any point during the national curriculum years 7-11 and at any point during the school year. Pupils enter at different starting points and often with previous experience of educational disadvantage.

Although our current PAN (Published Admission Number) is 48 students, the school supports between 100-130 students during the academic year via our 'Early Intervention and outreach Service' working with young people in Test Valley secondary schools to promote inclusion and protect from exclusion.

The school's programme is therefore delivered in 4-parts:

- **Core programme** – for permanently excluded pupils in Years 7-11
- **Emotionally vulnerable and medically unwell programme** for Years 7-11
- **Early intervention and outreach** – working with pupils and their families in mainstream secondary schools throughout the Test Valley
- **Dual subsidiary programme** – for pupils who for a short period of time benefit from support away from their 'home' school.



The school enjoys one main building where purposeful adaptations such as soft close doors and a dedicated library space support the calm and purposeful environment. There is a large hall which can be utilised for recreational activities and dedicated outdoor space including tennis/basketball courts. The school's layout supports small-group teaching and personalised support as well as wellbeing-focused activities. The internal and external environment are well cared for further reflecting the respect students and staff have for the facilities.



## The school's current strengths

The school was last inspected in April 2024 and rated GOOD in all areas. The school community is rightly proud that during inspection, HMI recognised that the school's calm and purposeful atmosphere was supported by high behavioural expectations and a culture of kindness and respect makes pupils feel safe and valued. It was noted by inspectors that well-attended social time activities further develop positive staff-pupil relationships.

Leaders have been relentless in maintaining high attendance and the local outreach offer of the school effectively supports reintegration and alternative measures to exclusion. The report recognised the school strengths in high aspirations for all pupils and a suitably broad qualification offer, with an ever-expanding programme of career preparation. Leaders have been focused on the development of oracy across the curriculum as the school has been a Voice21 Oracy school for the past five years.



## School Improvement Priorities for 2025-2026

Smannell Field School is ambitious for all students.

Consequently, leaders at the school have identified the following six key threads as school improvement priorities for 2025-26:

- Literacy and Reading – Further development of disciplinary literacy across the curriculum and developing pupils' ability to read complex academic texts.
- Careers Education and Employability – Now in year two of this priority leaders continue to expand a structured careers programme called 'Futures' which alongside developing employability skills and aspiration, supports pupils' financial decision making and digital literacy
- Oracy – This is the fifth development year engaging in the Oracy21 programme. This year the programme focuses on metacognitive modelling and retrieval and leaders are committed to continued investment in staff professional learning
- Personal Development - Further supporting our pupils to develop as responsible and respectful citizens – this includes the development of self-awareness and self-esteem and skills related to communication, teamwork and critical thinking.
- Attendance and Behaviour – Maintaining high levels of attendance and punctuality and supporting pupils so that they know how to study effectively, are resilient to setbacks and take pride in their achievements.
- Leadership and Governance – School leaders and governors will ensure staff have access and support for effective professional learning and we maintain the best practice in safeguarding and child protection

Improvement planning at Smannell Field School is both joined-up and shared, with these priorities being an integral part of professional learning for staff. The school also works with a Leadership and Learning Partner from the Local Authority, with an annual visit and ongoing collaboration supporting improvement.

# More about Smannell Field School

## Our Curriculum

Depending upon when in **KS4** a pupil enters the school they can expect to take all or most of the qualifications below:

GCSE Mathematics (AQA)  
GCSE Statistics (Edexcel)  
GCSE English Language (AQA)  
GCSE English Literature (AQA)  
GCSE Science (AQA)  
GCSE Additional Science (AQA)  
GCSE Art & Design (AQA)  
GCSE Design Technology (AQA)  
Core Wellbeing Physical Education  
Core Wellbeing Food and Nutrition  
Core Wellbeing Safeguarding including online safety

### Key Stage 3 (Y7, Y8 and Y9)

Mathematics  
English  
Science  
Art & Design  
Design Technology  
Food and Nutrition  
Safeguarding including online safety  
Physical Education and Adventure Learning



## The School Day

The school day begins at 08:45am and finishes at 15:00pm (this is called the 'core' day). Pupils access all or part of the core day according to individual need. All lessons are compulsory and the core day includes seven lessons. Pupils and staff are together throughout the core day (including break and lunch times). Three meals and are provided during the core day; breakfast, break and lunch, there is no charge for this.

Every child has a **Personal Tutor** who is the main contact point within the school for parents/carers. There are only two compulsory items of uniform - a polo shirt with school logo and a round neck sweatshirt with school logo.

## Supporting Student Wellbeing

Student wellbeing is supported by a Designated Safeguarding Lead and three Deputy DSLs. The school benefits from experienced and dedicated staff including the Outreach and Early intervention Leader and a dedicated Home School Partnership Manager.

## Recruitment and Retention

The school has a very small staff turnover. Many of the team have worked at the school for over ten years and are subject specialists.

## Job Description

The Headteacher occupies an influential position as the lead professional and must be a significant role model within the local community. The values and ambitions of the school's Headteacher determine the ethos and achievements of the school. As Headteacher you are accountable for the education of current and future generations of children. Your leadership will have a decisive impact on the quality of teaching and students' achievements.

You will lead by example, demonstrating professional conduct and good practice to teachers, and support staff, in a way that minimises unnecessary teacher workload, leaving time for high quality, continuous professional development of your staff. You will manage a climate for the exemplary behaviour from students. You will set expectations for high academic standards within and beyond the school, recognising differences and respecting cultural diversity within the local area and Britain in general.

There is an established leadership structure at the school where the headteacher is supported by a senior team which includes the Assistant Headteacher and DSL as well as the Outreach & Early Intervention Leader and the Home School Partnership Manager.



## Application Procedure

Visits to the school are warmly welcomed.  
Please contact 01264 354145 or email the [adminoffice@sfs.hants.sch.uk](mailto:adminoffice@sfs.hants.sch.uk) to arrange

For further details and an electronic application pack, please contact Education Personnel Services by email: [htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk)

Applications will need to be returned to Education Personnel Services, electronically, by noon on Wednesday 18<sup>th</sup> March 2026 to [htrecruitment@hants.gov.uk](mailto:htrecruitment@hants.gov.uk)

Smannell Field School and Hampshire County Council 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 and Barring Service checks along with other relevant employment checks. Governors will apply the requirements of KSCiE 2025 to their shortlisting process.

### **JOB TITLE:**

Headteacher

### **RESPONSIBLE TO:**

The Governing Board of Smannell Field School

### **RESPONSIBLE FOR:**

The headteacher carries out duties in line with the conditions of employment as set out in the current *School Teacher's Pay and Conditions* document, the *National Standards of Excellence for Headteachers (2015)*

## Key Responsibilities of the Post

### **Leadership Skills**

Proven ability to provide visionary and strategic leadership, inspiring ambition and inclusion.  
Excellent decision-making skills, especially in complex or challenging situations.  
Demonstrated experience in leading and motivating a diverse team of staff.

### **Educational Vision**

A clear and inspiring educational vision aligned with the school's mission and values.  
Commitment to fostering a positive learning environment and promoting high academic standards for all, including those with SEND and from disadvantaged backgrounds.

### **Communication Skills**

Excellent communication skills, both verbal and written, to effectively engage with staff, students, parents, governors, and external stakeholders.  
Ability to articulate the school's vision and goals to a range of audiences.

### **Collaboration and Relationship Building**

Proven ability to build strong relationships with students, parents, staff, and the wider community.  
Capacity to collaborate with the school's governing body, local secondary schools, Hampshire Local Authority, and external partners to support inclusion and positive outcomes.

### **Strategic Planning**

Skill in developing and implementing strategic plans to enhance the school's performance and achievement.  
Ability to analyse data and use evidence-based practices for continuous improvement.

### **Educational Pedagogy**

Knowledge of current educational trends, pedagogical practices, and curriculum development.  
Awareness of the diverse needs of students and strategies for inclusive education.



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## Key Responsibilities of the Post

### Staff Development

- Committed to the professional growth of all staff, with a proven track record of supporting, mentoring, and developing educators and support staff in an alternative provision setting.
- Leads a culture of continuous improvement, reflective practice, and collaborative learning across the centre.

### Emotional Intelligence

- Exhibits high emotional intelligence, understanding and responding effectively to the diverse needs of students, staff, and families in an Education Centre context.
- Is committed to promoting diversity, equity, and inclusion within the education centre, ensuring all students feel valued and supported.
- Skilled in managing conflict, fostering positive relationships, and building a supportive, resilient school culture.

### Innovative Thinking

- Open to innovation and creativity in educational approaches, curriculum design, and pastoral solutions tailored to the needs of vulnerable and disengaged learners.

### Problem-Solving Skills

- Demonstrates strong problem-solving skills to address complex challenges, including behaviour, attendance, safeguarding, and multi-agency working in the education centre landscape.

### Financial Management

- Demonstrates competence in financial management, budgeting, and resource allocation to maximise educational outcomes for all learners within the constraints of public sector funding.
- Ensures effective stewardship of resources, prioritising investment in high-impact interventions and facilities that support inclusion and achievement.



### Vision for Well-being

- Recognition of the importance of student and staff well-being and a commitment to creating a positive and supportive school culture.

### Governance and Compliance

- Understanding of governance structures and compliance requirements for schools in England.



## Working in Partnership with District Schools

Leaders are proud of the strong, positive relationships that have been built and sustained with Test Valley district secondary schools.

Collaboration is at the heart of our approach, ensuring that every pupil receives the support they need to succeed. Our partnerships extend well beyond Andover, reaching two secondary schools in Romsey and includes some schools to our immediate east and northeast in the district of Basingstoke and Dean.

These connections are not just operational; they are purposeful and deeply valued and often involve our outreach programme.

Leaders at Smannell Field take pride in fostering trust, shared ambition and open communication with our partner schools. This collaborative network enables us to deliver effective early intervention, outreach and reintegration strategies that promote inclusion across the region. Through these positive relationships we share expertise, co-create solutions and maintain a united commitment to improving outcomes for vulnerable learners.

Our leaders see this work as a cornerstone of the school's mission and are proud of the impact these relationships have on the wider community.



[Image source: District Planning Authorities | Environment | Hampshire County Council](#)

## Destination Test Valley



The beautiful Test Valley district lies in northwestern Hampshire, England. The district is home to around 135,000 residents taking in the urban centres of Andover, Romsey and Stockbridge. Taking its name from the River Test, a famous chalk stream, renowned for trout fishing there is a mix of rural landscapes and historic homes found across the area.

Smannell Field School is located in the picturesque Market Town of Andover, which is in the north of Test Valley. The town lies among the chalk hills on the River Anton, a major tributary of the Test, and lies alongside the major A303 trunk road at the eastern end of Salisbury Plain, 18 miles west of the town of Basingstoke and about 14 miles north-west of Winchester.

Alongside Smannell Field School there are 3 main secondary schools in Andover, a town of approximately 52,000 residents.

The largest employer in Andover is the British Army, with their HQ to the south of the A303. The Town has its own train station to London, a hospital, theatre, museum, and leisure centre.

Other employers are Twining's who package tea and coffee and Stannah Group, who manufacture mobility systems for homes.

The town offers a happy mix of the bustle of urban life and the opportunity to relax in beautiful countryside. An hour from the coast, the town also sits on a major route to the West Country, with Stonehenge, Somerset, Devon and Cornwall within easy reach.

Don't take our word for it – visit Andover:

[Andover Hampshire - Andover Tourist Information](#)

Visit Test Valley:

[About Test Valley | Test Valley Borough Council](#)

## 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 six Education Centre 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.

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](http://www.hants.gov.uk). Hampshire has a lot to offer. We hope you will join us.

