



Fareham
Academy

Recruitment Pack
Headteacher

Start Date: April or September 2026

Closing date: 30 January 2026

Letter from Chair of Trustees

Dear Applicant

Thank you for your interest in the post of Headteacher for Fareham Academy.

Fareham Academy is a thriving and successful 11-16 secondary school with a small unit for students who have hearing loss. It is situated in West Fareham, midway between the major conurbations of Portsmouth & Southampton, a very attractive area with excellent road and rail links, plentiful housing and easy access to the coast and South Downs.

The Academy has high aspirations for all of its students and is continuing with its drive to become an outstanding school. We are keen to appoint a Headteacher who believes passionately in the ethos and the vision of our Academy.

Fareham Academy has 885 students on roll with a published admissions number of 900. The projections and admissions trend are significantly on the rise with an oversubscribed intake for September 2026. It is a warm, welcoming friendly school which values the contribution of all children, whatever their skills and interests.

The teaching and support staff work hard to ensure that the school continues to improve, where students and learning truly comes first.

The Trust Board is seeking to appoint a Headteacher who will build on current good practice and also bring fresh ideas to continue to drive forward. As the school is at the heart of the local community, the new Headteacher will continue to maintain the excellent relationships with our feeder schools.

Once you have read this information pack, and researched our website, we hope you will decide to apply for this post. You are most welcome to visit Fareham Academy, to arrange an appointment please contact Georgina Payne, Executive Assistant either via email on g.payne@fareham-academy.co.uk or by telephone on 01329 318003.

We will offer you very committed staff, trustees and students, an innovative curriculum and the right package for the right candidate. In return you will be inspirational, creative and really care about making a difference through education. Our students deserve the best, and, if this is you, then we look forward to hearing from you.

Yours faithfully,
Rachel Clifton
Chair of Trustees

“Developing transferrable skills such as teamwork, communication, problem solving, and innovation to better prepare students for the constantly changing world.”



School Information

School Context

Fareham Academy is a "Good" 11-16 mixed secondary school in St. Anne's Grove, Fareham, known for its inclusive education, strong SEND provision (The Link Centre for Hearing Impaired), and community focus, with trustees ensuring estate safety and financial health, offering a broad curriculum and fostering **resilience**, **aspiration**, and **kindness** under a vision to unlock potential and create opportunity.

Staffing

Currently the Academy employs 126 staff including Signers for our Resource/Link Centre for our students with hearing loss. *"Fareham Academy's resource provision for students who have a hearing loss aims to allow students access to; a mainstream curriculum, a supportive environment where their needs are met by staff that understand their difficulties and a specialist person-centred provision."* Hampshire County 2019.

The Academy is committed to the School teachers' Pay and Conditions Document 2025 and for support staff NJC (National Joint Council) pay scales are in operation.


Gateway

At Gateway, we provide a safe and caring environment to support students who may be struggling in mainstream school, removing barriers to learning and engagement through an enriched and bespoke timetable created for each student.

Gateway works closely with the subject departments to ensure the curriculum we are delivering is linked to the topics the students would be covering in mainstream school, although these can be delivered through different platforms to classroom teaching.

At the end of their time with us, we expect our students to have received a wide range of learning experiences including Maths and English, as well as life skills, team building, mindfulness, emotional regulation and off-site activities.

Our aim is for our students to return to our mainstream school with the skills to be more confident in their learning and abilities, in accessing the curriculum as well as making good life choices.

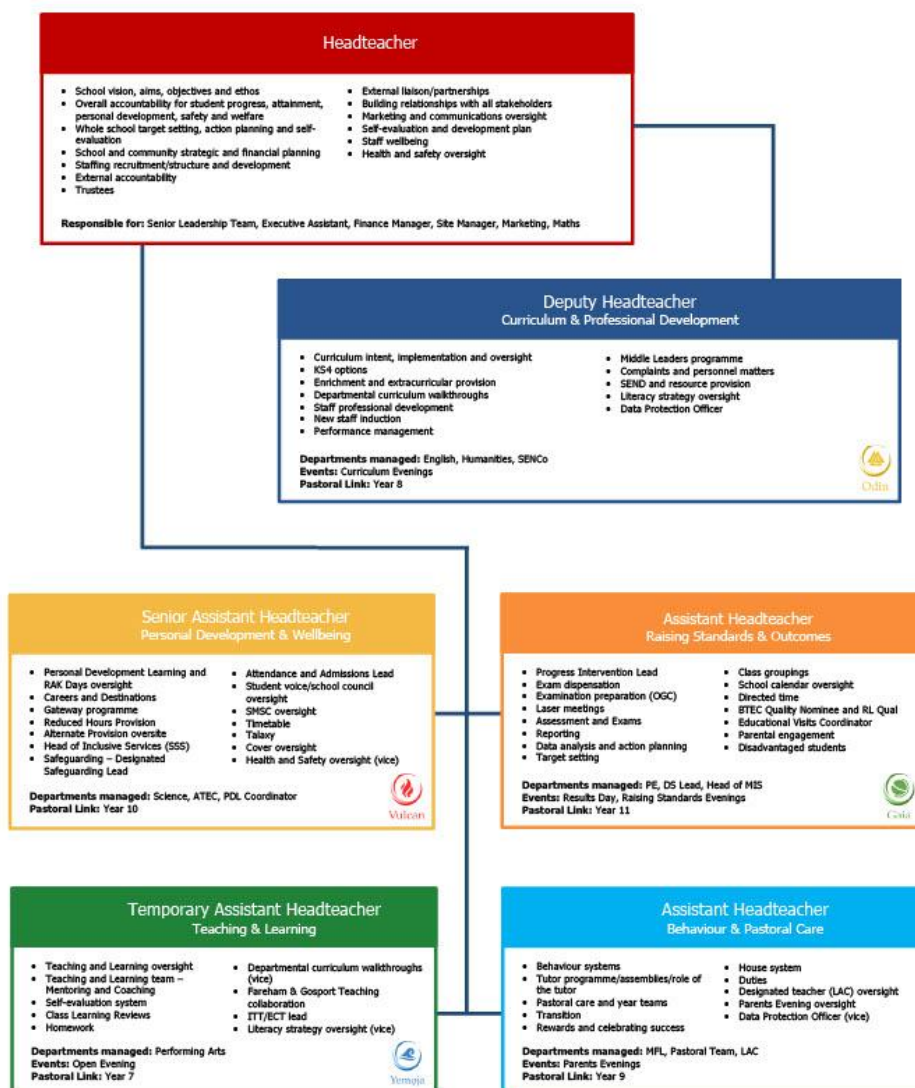


"A place where staff cultivate a desire for learning and self-improvement."

Current Senior Leadership Team Structure:

Senior Leadership Team Responsibilities

September 2025



The school has a conventional structure with academic Heads of Departments and a horizontal pastoral system with Key Stage Managers.

The Academy Estate

The Academy is a Single-academy trust, with strategic oversight for facilities and safety. It is housed in permanent buildings which date back to the 1950s. The site is compact and has on-site playing fields together with a sports hall and gym.

The Academy Trust is a company limited by guarantee and an exempt charity. The company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Trustees of Fareham Academy are also the directors of the company for the purposes of company law. The charitable company operates as Fareham Academy.

The Trustees are responsible for the strategic management of the Academy, deciding and setting key aspects of the academy, including strategic direction, annual budgets, senior staff appointments, policy changes etc. Operational management is the responsibility of the Headteacher and staff.

Academy policies are developed by senior staff, to reflect both the strategic direction agreed by the Trust Board and also statutory requirements. These policies are approved and adopted by the Trust Board and implemented as procedures and system by the Senior Leadership Team and other designated members of staff.

The Academy has a contract for catering with our external provider Aspens, which operates on a non-subsidy basis. The cleaning contract at the Academy is inhouse.

The Academy's Financial Position

The Academy's annual budget from the Education and Skills Funding Agency (ESFA) is between six million to six-and-a-half million and we have a healthy surplus budget.

It manages its own finances, primarily funded by government grants like the General Annual Grant (GAG), with its financial health monitored by the ESFA which monitors academy financial health, with reports submitted to them annually.

ADVERT - HEADTEACHER

L26 - L32 to start April 2026

Salary: £95,731—£110,894 per annum

If you have the vision and ambition, we can offer an unparalleled opportunity to lead our school in its development as a centre of excellence locally, nationally and internationally.

Fareham Academy is an inclusive 11-16 secondary school with a Unit for our students with hearing loss. We work exceptionally hard to offer all our students the best education possible and to help them achieve their goals and aspirations.

We have high expectations in relation to behaviour, uniform and how students communicate with each other and our staff, which is supported by our core values: Resilience, Aspiration and Kindness.

Fareham Academy is at an exciting point in its progress following several years of innovation and rapid improvement. Our recent progress in improving students' performance has been built on strong staff investment and innovation, with alternative learning styles for our students.

The Trust Board is seeking to appoint an inspirational, passionate, dynamic and caring Headteacher to lead our school into the future. Who will:

- Be an exceptional leader, able to inspire and empower staff to deliver the highest quality teaching and learning, encouraging them to share knowledge and embed excellence at every level.
- Lead the development of an innovative curriculum which will ensure there are challenging opportunities for students of all abilities, interests and aptitudes.
- Be a strategic thinker who is also an outstanding practitioner with a clear focus on continuous improvement.
- Be passionate about realising children's potential, maintaining our ethos where students achieve together in a dynamic, happy and supportive environment.

- Demonstrate a flair for working collaboratively to develop and maintain relations with students, staff, parents/carers, trustees, our neighbouring schools and colleges and with the wider community.
- Successful experience of effective strategic financial and resource management to achieve educational priorities and to ensure efficiency and value of money.

We can offer you:

- An outstanding positive ethos where students enjoy and achieve;
- A school genuinely at the heart of its community;
- Staff and trustees who are committed, talented and highly motivated;
- An innovative curriculum;
- Students who are committed to learning;
- Commitment to ongoing professional development.
- Benenden Private Health Care

If you visit us, we hope you will be excited by the opportunity we have to offer, our positive atmosphere, our excellent and committed staff and our engaged students.

Closing date: 30 January 2026 @ 09:00

Interview dates: 12 & 13 February 2026

To arrange an informal discussion about the role contact Mrs Clifton, Chair of Trustees on via email r.clifton@fareham-academy.co.uk For an application pack and to book a school tour, please contact Mrs Payne on 01329 318003 or via email g.payne@fareham-academy.co.uk

Fareham Academy is 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 online checks, disclosure and barring service checks, section 128 checks along with other relevant safer recruitment checks.

Headteacher Job Description

Scale L26-L32

The job description is based on the National standards of excellence for Headteachers

Vision & Main Purpose:

To provide professional leadership of the school which establishes a clear ethos, develops outstanding learning, achievement and success for all of its students, and secures the improvement of the Academy and its professionals.

1. Articulate clear values and moral purpose for the leadership of Fareham Academy focussed
2. on providing a first-class education for our students.
3. Communicate efficiently the Academy's vision and drive the strategic leadership,
4. empowering all students and staff to excel.
5. Model positive relationships and attitudes towards our students, and to engage parents, trustees and members of the local community in the constant improvement of all that we do.
6. Ensure that the education and interests of our students are at the centre of everything we do at Fareham Academy.

Meeting our objectives through improving learning & achievement in the classroom:

1. Lead the improvement and development of Fareham Academy on the basis of evidence and knowledge about effective practice, and to promote a strong culture of continuous professional development of our staff.
2. Demonstrate political astuteness in promoting the interests of our Academy in the context of our core objectives, translating opportunities arising from local and national policy into the Academy's context.
3. Ensure that Fareham Academy's development as an academy is consistent with our core objectives and seeks further to serve our local community.
4. Demand ambitious standards for all students overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.

5. Maintain and secure outstanding teaching for all students through an understanding of the features of successful classroom practice and curriculum design.

Leadership & Management:

1. Promote the sharing of best practice between teachers and a culture where less than good practice is challenged and improved.
2. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge and to support each other.
3. Identify emerging talents at all levels in Fareham Academy, coaching current and aspiring leaders in a climate where excellence is the standard, leading to good succession planning.
4. Hold all staff to account for their professional conduct and practice.
5. Ensure that the Academy's systems, organisation and processes are well considered,
6. efficient and fit for purpose, upholding the principles of transparency, integrity and probity.

Leadership & Management Continued:

- Provide a safe, calm and well- ordered environment for all students and staff with a strong focus on safeguarding and the development of exemplary behaviour in school and in the wider society.
- Establish, implement and maintain rigorous and transparent systems for managing the performance of all staff, addressing under- performance, supporting staff to improve and valuing excellent practice.
- Welcome strong governance and actively support the governing body to deliver its functions ever more effectively—in particular its functions to set school strategy and hold the Headteacher to account for students, staff and financial performance.
- Exercise strategic, curriculum---led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of achievement and the academy's sustainability.

- Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

Wider engagement and contribution:

- Develop the capacity of Fareham Academy to work with other schools and improve the quality of education at system level.
- Develop effective relationships with other services to improve academic and social outcomes for all students.
- Harness the findings of well evidenced research to help contribute to the self-improving and school led system.
- Make Fareham Academy a centre of good practice in initial and continuing teacher training and development.
- Inspire and influence others within and beyond the school to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Headteacher Job Specification

	Essential/ desirable	Application (A) Interview (I) Reference (R)
QUALIFICATIONS		
Qualified Teacher status	E	A
Degree	E	A
Evidence of recent relevant training and development at headship level and/or in preparation for headship e.g., NPQH	D	A
Relevant Master's Degree	D	A
Good honours graduate and post graduate level qualification	D	A
Relevant in-service training during the past three years	E	A
PROFESSIONAL EXPERIENCE AND KNOWLEDGE		
Successful strategic leadership as a Headteacher or Deputy Headteacher	E	A
Experience of senior leadership in more than one school	D	A
Proven track record in leading and managing staff including building a successful team, delegating effectively, and implementing and managing change	E	A
Proven ability to plan strategically to deliver the school's vision	E	A/I
Proven successful experience of school self-evaluation and accountability and the school improvement process to secure and raise standards for all students	E	A
Successful experience of effective strategic financial and resource management to achieve educational priorities and to ensure efficiency and value for money.	E	A/I
Experience of working in an educational culture of 'open classrooms' as a basis for sharing good practice	D	I
In-depth knowledge and understanding of the wider educational agenda	E	A
Successful experience of raising standards for all with measurable outcomes as a result of one's contribution in a school in the pursuit of excellence.	E	A/I
In depth knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures	E	A
PERSONAL QUALITIES		
To have high expectations and the ability to think and plan strategically to reflect, promote and deliver the academy's vision, ethos, priorities, and targets whilst empowering others to take them forward.	E	A/I
Able to inspire, challenge, motivate and empower teams and individuals to achieve high goals	E	I

Be a positive role model at all times, a highly effective and respected representative of Fareham Academy	E	I
Demonstrate the ability to have a strong and visible presence in all areas of school	E	I
Be approachable and person centred	E	I
To be articulate and approachable with excellent interpersonal skills both verbally and in writing.	E	A/I
Lead by example demonstrating personal enthusiasm and commitment aimed at making a positive difference to young people	E	A/R
Demonstrate the impact of highly effective relationships with outside agencies and other educational establishments	E	A
Inspire trust and confidence across the school community including with parents, trustees and members of the local community	E	A/R
To be astute and perceptive with strong analytical skills and the ability to use sound judgement in order to anticipate and resolve conflict and issues imaginatively and solve problems	E	A/I
Demonstrate a capacity for sustained hard work with energy and vigour	E	R
Sustain wide, current knowledge and understanding of education and school systems, and pursue continuous professional development	E	A
Able to maintain an ethos within which all staff are motivated and supported to develop their own skills and knowledge, and to support each other	E	I/R
STUDENTS AND STAFF (IMPROVING LEARNING AND TEACHING)		
An outstanding classroom teacher practitioner with the ability to monitor and evaluate performance continuously in order to improve the quality of teaching and learning and maintain and stretch high standards.	E	A/I
Proven ability to secure excellent teaching for all students to enable them to realize their potential	E	A
Successful experience of positive behaviour management and development a student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding.	E	A
Able to hold all staff to account for their professional conduct and practice	E	A/R
Successful experience of curriculum development along with an understanding of the issues associated with choice and flexibility to meet the personalised learning agenda.	D	A
Ability to analyse quantitative and qualitative data to inform school improvement	E	I
Able to ensure that the school's systems, organisation and processes are fit for purpose	E	A

Proven experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of all students.	D	A
Provide a calm, well ordered environment for students and staff focusing on safeguarding students and developing their exemplary behaviour in school and the wider community	E	R
Ensure systems for managing the performance of staff are rigorous, fair and transparent	E	A
Support and work closely with the governing body to set school strategy	E	A/I
Exercise strategic, curriculum-led financial planning to meet the best interests of students and the school's sustainability	E	A/I
Ensure a model of distributive leadership is maintained	D	I

Ensure provision of high quality and sustained professional development for self and staff	D	A/I
SELF IMPROVING SCHOOL SYSTEMS		
The ability to ensure Fareham Academy remains an outwards facing school which works with other schools, organisations and professionals to promote excellent achievements for all students	E	I
Ability to ensure use is made of well-evidenced research to promote high achievement	D	A/I
Recognition and promotion of the role parents, carers and families play in helping children and young people succeed and thrive.	D	A
A commitment to a student-centred approach, within an equitable and inclusive school in which the academic and personal welfare of each student is paramount.	E	A/I
Experience of and commitment to working with the Governing Body to develop collaboratively a school vision which embraces excellence, high standards and inclusion.	E	A/I
Proven record of providing vision, a sense of purpose and high aspirations for a school with a determined focus on raising student achievement.	D	A/I/R

Application Process

Please note that your application will be photocopied for distribution to the trustees' selection panel; clarity is therefore of the essence.

1. Complete the application form, ensuring that all boxes are completed. No CVs will be accepted.
2. You should consider each of the essential and desirable criteria found on the job specification and explain how you meet these criteria. This will assist the trustees in shortlisting, so they can clearly see whether you meet their requirements. You must give relevant examples.
3. Write an accompanying letter of application, addressed to the Chair of Trustees, on separate sheets of A4, which enhances but does not repeat the information on the form. It should address the question: "Indicate the skills you believe to be critically important in leading Fareham Academy and explain how your experience has prepared you for the post of Headteacher".
4. The form and letter should be returned to Georgina Payne, Executive Assistant via email on g.payne@fareham-academy.co.uk or by post to Fareham Academy, St Anne's Grove, Fareham, PO14 1JJ no later than 09:00.
5. Applications will not normally be acknowledged at this stage.
6. The schedule will be as follows:

Shortlisting: W/C 02 February 2026

Interview Process: 2 days on 12th & 13th February 2026

If you have not heard further after the date for shortlisting, you must regrettably assume that you have not been successful with your application. If you have any questions, please do not hesitate to contact Georgina Payne.

Equality Monitoring

All applicants will be required to complete an Equality Monitoring Form.

Safer Recruitment

Fareham Academy is committed to safeguarding and promoting the welfare of children and young people and expects 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 Enhanced Disclosure and Barring checks along with other relevant employment checks including online.

Privacy notice

The Academy 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 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 under the privacy notice and data protection policy. You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.

Please note: Academies may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. You will still be able to add information until the closing date, but you will not be able to submit your application. With this in mind, you are encouraged to apply as early as possible.



Fareham Academy

Academy Address

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Hampshire
PO14 1JJ

Contact Information

Main Office
Tel: 01329 318003
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