SUN HILL JUNIOR SCHOOL

JOIN US

HEADTEACHER

Post Title: Headteacher
Contract Type: Permanent
Reporting to: CEO (Vita Multi Academy Trust)
Salary Range: L8 - L14

To foster a safe and secure environment in which to flourish

Welcome

Dear Candidate,

Thank you for your interest in the role of Headteacher at Sun Hill Junior School and for considering leadership within Vita Multi Academy Trust.

This is an important appointment for both the school and the Trust. Sun Hill Junior School is a valued and well-established part of its community, with committed staff, supportive families and a strong sense of identity. At the same time, we recognise that sustained improvement requires clarity, ambition and disciplined leadership.
Vita Multi Academy Trust is committed to securing excellent outcomes for every child through strong governance, professional collaboration and clear accountability. Our five-year strategy sets out a structured framework for educational excellence, inclusion, leadership development and sustainable growth. Headteachers are central to delivering that strategy.

We are seeking a leader who will combine warmth with high expectations — someone who understands that culture and standards go hand in hand. The successful candidate will lead the next phase of development at Sun Hill Junior School, strengthening curriculum implementation, securing consistently strong teaching, and ensuring safeguarding and inclusion remain uncompromising priorities.

Within Vita Multi Academy Trust, Headteachers operate with professional autonomy, supported by strong central services and clear governance structures. You will work in close partnership with me as CEO and with the Local Governing Body, contributing not only to your school but to the wider Trust community.

This is an opportunity to lead with clarity and purpose within a Trust that values collaboration, integrity and long-term impact. We are ambitious for every child and committed to providing leaders with the support and challenge necessary to succeed.

If you are a principled, strategic and resilient leader who thrives within a collaborative Trust structure, I encourage you to apply. I look forward to meeting prospective candidates and discussing the future of Sun Hill Junior School with you.

Yours sincerely,

Steven Jones
Chief Executive Officer
Vita Multi Academy Trust

Strive Trust Aspire Resilience Support Make a difference

A message from our Chair of Trustees

As the new Chair of Trustees, I am delighted to introduce myself and to share how our Board supports Sun Hill Junior School as part of the Vita Multi Academy Trust.

Our role as Trustees is to ensure that the education and wellbeing of all pupils remain at the heart of everything we do. While our responsibilities are wide-ranging – including safeguarding, health and safety, finance, premises management, and staff appointments – our central purpose is always to help create a safe, successful, and happy learning environment.

Trustees provide the strategic direction for schools within the Trust, monitoring performance, evaluating effectiveness, and holding leadership to account for the quality of education delivered. At the same time, we work closely with the Headteacher and staff team, offering support, encouragement, and recognition of the enormous dedication they bring to the children in their care.

At Sun Hill Junior School, we are fortunate to have an outstanding staff team. Their daily work ensures that pupils learn and grow in a caring, creative, and safe environment, guided by the school's "STARS" motto.

It is a privilege to serve as Chair and to play a part in shaping the future of SHJS within the Vita Multi Academy Trust. I look forward to working with our whole school community and to welcoming families into the junior stage of our Trust journey.

Michelle Andrews
Chair of Trustees

About us

Our School

Sun Hill Junior School is a one-and-a-half-form entry junior school for pupils aged 7–11, serving the market town of Alresford. The majority of pupils transfer from Sun Hill Infant School, which shares the same site. The school converted to academy status in September 2017 and is part of the VITA Multi Academy Trust. The most recent inspection in November 2021 judged the school to be Good.

The current number on roll is 144. A specialist SEMH Resource Provision opened in Summer 2025 with six places and is planned to expand to nine places in 2026–27 and twelve places in 2027–28.

SEND is slightly above the national average. Pupil Premium, EAL and ethnic diversity are significantly below national averages.

The school provides wraparound care through its own Sunrise and Sunset provision, supporting both the junior and infant schools. Pupils benefit from a safe, structured environment that includes homework support, play, enrichment activities and crafts.

Sun Hill Junior School works closely with the local 7AS cluster of schools, collaborating on professional development and sharing a collective responsibility for improving outcomes for children across the local area.

Our Trust

Vita Multi Academy Trust is a values-driven Trust committed to securing excellent outcomes for every child through strong leadership, collaboration and clear accountability.

Our schools retain their unique identity and community focus while benefiting from shared expertise, strategic direction and central operational support.

We believe:

- High expectations and inclusion go hand in hand
- Safeguarding is everyone's responsibility
- Leadership matters at every level
- Collaboration strengthens schools
- Transparency and governance clarity underpin improvement

We are committed to sustainable growth, disciplined governance and long-term school improvement.

Our Strategic framework

(2025 - 2030)

Vita Multi Academy Trust's five-year strategy is built around two aligned strands: Trust-wide development and excellence in teaching, learning and outcomes .

Trust-Level Strategic Goals

1. Sustainable Growth and Development
2. Sustainability and Environmental Leadership
3. Enhanced Wellbeing and Mental Health Support
4. Digital Transformation and Educational Technology
5. Future-Ready Education and Curriculum Innovation

These goals position the Trust for long-term sustainability, resilience and system leadership.

Teaching, Learning & Outcomes Priorities

Across all schools, we are focused on:

1. Enhancing instructional quality through evidence-informed practice
2. Strengthening outcomes in literacy, numeracy and core subjects
3. Closing achievement gaps for disadvantaged and SEND pupils
4. Using assessment and feedback rigorously to drive progress
5. Developing ambitious curriculum pathways that prepare pupils for future success

These priorities shape school improvement planning and performance dialogue across the Trust .

Headteachers are central to delivering this strategy.

Our Trust model

Improvement Approach
Our school improvement model is built on partnership, clarity and professional dialogue. Headteachers are supported and challenged through:

- Regular strategic review meetings with the CEO
- Data-informed performance discussions
- Peer collaboration across Trust schools
- Trust-wide professional development
- Moderation and quality assurance processes

We combine strong support with clear accountability. Headteachers are members of a Trust leadership team and contribute beyond their individual school.

Central Support
Vita Multi Academy Trust provides structured central services that enable Headteachers to focus on educational leadership.

Human Resources
- Recruitment and safer recruitment compliance
- Casework guidance and policy framework

Finance
- Budget planning and monitoring
- Monthly reporting and CFO oversight

Estates & Compliance
- Statutory compliance monitoring
- Health and safety oversight

Our Trust model

IT, Digital & Data Protection

- Infrastructure and cybersecurity oversight
- Data protection (DPO) support

This model provides operational assurance while maintaining school-level leadership ownership.

Governance Framework

Vita Multi Academy Trust operates within a clear governance structure:

- The Trust Board holds statutory responsibility for standards, safeguarding and financial probity.
- The CEO leads Trust strategy and line-manages Headteachers.
- The Local Governing Body provides school-level support and challenge within the Trust's Scheme of Delegation.

Governance clarity is central to our operating model.

Autonomy with Accountability

Headteachers within Vita Multi Academy Trust:

- Lead the day-to-day running of their school
- Shape culture and curriculum implementation
- Develop staff and senior leaders
- Engage with parents and the wider community

Strategic priorities, safeguarding standards and financial accountability operate within the Trust framework.

Our model combines professional autonomy with disciplined accountability.

Role Profile

This is an exciting opportunity to join our close knit team at Sun Hill Junior School and shape the strategic direction of the school.

We are looking for a child-centred leader who is passionate about high-quality teaching and learning, values teamwork and is committed to the continuous professional development of staff. The successful candidate will be a successful and experienced leader, able to enthuse, motivate and inspire children and staff, generating a love for learning at all levels.

As a School we are passionate about giving our children a love of learning. Through our STARS learning values we aim to develop each child's strengths but also help them achieve in areas they find challenging. We encourage these behaviours with all the members of our school community in order to establish a culture that is inspirational to all that visit and work with us.

Potential candidates are welcome to arrange a visit to the school to have a look around before you make your application.

Useful links

Vita Multi Academy Trust

Meet our CEO Steve Jones

Perins School

Sun Hill Junior School

Perins Pre-School

Headteacher roles and responsibilities

> There is a happiness around this school. Pupils are eager to learn and find out new knowledge.
>
> **Ofsted.**
> **Sun Hill Junior School.**

- Provide vision, leadership and direction to ensure every child has the chance to succeed.
- Work with the Governing Board, Executive Head, and other key stakeholders to ensure SHJS's vision is clearly articulated, shared, understood and acted upon effectively by all.
- Determine and deliver consistent and effective teaching and learning strategies across the school ensuring a continuous focus on pupils' achievements using data to monitor progress and robustly tackle any underperformance.
- Create a safe, calm and productive learning environment with high expectations that allows all children to be successful.
- Deploy resources to achieve the school's aims within the allotted budget.
- Carry out day-to-day management, organisation and administration; strategically manage the human, financial and physical resources.
- Implement effective performance management processes with all staff; develop the use of cross school staff activity working in partnership with other trust schools.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Maintain a consistent and continuous all-inclusive focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.
- Implement strategies that secure high standards of behaviour and attendance.
- Build a collaborative learning culture and actively engage with other schools to build effective learning communities.
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- Actively engage with parents and carers, community figures, businesses and other organisations to enrich the school and its value to the wider community.

Person Specification

Qualifications

- Good degree in appropriate subject.
- GCSE grade C or above in Maths and English (or equivalent).
- PGCE or recognised teaching qualification.
- NPQH or other relevant further professional studies (desirable)

Experience

- Significant Leadership and Management experience in a school.
- Experience of the effective management of funding and resources.
- Experience of monitoring, assessing and evaluating teaching and learning to improve standards.
- Experience of managing change or a new initiative and evaluating its impact.
- Experience of mentoring and coaching colleagues, providing professional development.

Essential Skills & Knowledge

- A thorough up to date knowledge of the range of teaching, learning and behaviour management strategies and how to implement them effectively.
- A thorough understanding of the national curriculum and a range of assessment requirements and arrangements.
- Knowledge of how to use local, national and statistics to evaluate the effectiveness of teaching.
- Experience of data analysis and target setting to ensure excellent outcomes.
- An excellent communicator who is able to work effectively with students, parents and colleagues.
- Ability to lead and motivate colleagues.
- Resilient under pressure, able to prioritise effectively.
- Knowledge of stakeholder and community engagement strategies.
- An energetic and enthusiastic presence that commands respect.
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.

Trust Expectations of a Headteacher

Headteachers are both school leaders and Trust leaders. We expect:

Standards & Impact

- Strong and improving pupil outcomes
- Robust curriculum and assessment
- Intelligent use of data
- Measurable and sustained improvement

Safeguarding & Compliance

- Visible and uncompromising safeguarding leadership
- Secure statutory compliance
- Accurate and timely reporting

Safeguarding is non-negotiable.

Strategic Alignment

- Delivery of school improvement aligned to the Trust's 5-year framework
- Positive engagement in Trust-wide collaboration
- Contribution to collective improvement

Governance & Professional Conduct

- Transparent partnership with the CEO and LGB
- Welcome of support and challenge
- High standards of integrity and professionalism

Financial Stewardship

- Responsible budget management
- Strategic resource decision-making
- Contribution to long-term sustainability

We seek leaders who balance warmth with high expectations, autonomy with accountability, and ambition with reflection.

"What stands out most is how visible and approachable the leadership team is. They don't lead from behind a desk they're present, engaged, and deeply invested in the children's day-to-day experiences.

Parent, 2025

Current priorities & opportunity

Sun Hill Junior School is a valued part of its community, with committed staff and strong relationships with families.

This appointment represents an important moment to secure the next phase of development within the Trust's wider strategic framework.

Current Priorities

- Strengthening curriculum coherence and sequencing
- Securing consistently high-quality teaching and assessment
- Improving attendance, particularly for disadvantaged pupils
- Developing middle leadership capacity
- Embedding rigorous safeguarding systems

These priorities align closely with the Trust's teaching and learning priorities.

The Opportunity

The successful candidate will:

- Lead the refinement and delivery of the School Improvement Plan
- Strengthen leadership capacity within the school
- Work in close partnership with the CEO and Local Governing Body
- Secure sustained improvement in pupil outcomes
- Prepare the school confidently for external scrutiny

This is an opportunity to lead with clarity, ambition and purpose within a supportive and strategically disciplined Trust.

Benefits

Remuneration: All our teaching positions are based on the national teaching scale. If you are a UQT, we will assess your experience, and remunerate appropriately. Support staff salaries are based on HCC grades.

Holiday: Our teachers work in line with Hampshire School terms. Support staff have a generous annual leave allowance, that is either wrapped up in your monthly pay (term time only contract) or can be taken at any time during the year (52 week contracts)

Pension: Teaching staff benefit from the Teachers Pension, and Support staff benefit from membership in the Local Government Pension scheme. These pension schemes are renowned for their generosity.

Discounts: We offer a wide range of voluntary discounts via our partners KAARP.

Childcare: Reduced pre-school fees at Perins Pre-School. Reduced fees at the breakfast and afterschool club based at Sun Hill Junior School.

Training : We have a strong CPD ethos, and encourage life-long learning. Regular CPD sessions are held at school.

Free on site gym at Perins School.

Cycle to work scheme

Free car parking

Guidance for Application Form Completion

Thank you for your interest in the Headteacher position at Sun Hill Junior School. To ensure a smooth application process, please complete the following sections of the application form:

Employment History

- Current Employer: Provide details of your current position, including job title, start date, and key responsibilities.
- Previous Employers: List all previous employers, including part-time, temporary, and voluntary positions. Provide start and end dates, job titles, and key responsibilities for each role.
- Employment Gaps: If there are any gaps in your employment history, please explain the reasons for them.

Formal Education

- Qualifications: List all relevant educational qualifications, such as degrees, diplomas, and certifications.
- Subjects: Specify the subjects studied for each qualification.
- Grades: Include your grades or scores for each qualification, if applicable.

Job-Specific Information

- Complete all questions related to the Headteacher position. This may include information about your experience in curriculum development, leadership, and team management.

Safeguarding Children and Adults

- Commitment to Safeguarding: Declare your commitment to safeguarding children and adults, as required by Vita Multi Academy Trust.
- References: Provide references from individuals who can vouch for your suitability to work with children and adults. These references should ideally be from managers or supervisors who have worked with you in a school setting.

Additional Tips:

Read the application form carefully before starting to ensure you understand all the requirements. Be as specific and detailed as possible in your responses. Proofread your application carefully to avoid any errors.

Pre application tours welcome.

If you have any questions, please don't hesitate to contact the HR department for clarification. By following these guidelines, you can increase your chances of a successful application.

Best of luck!

I sincerely hope that you find the information provided useful, and that the position is attractive to you. All appointments to our staff are important; however, the selection of the right staff to secure the continued success of Vita Multi Academy Trust is essential.

If you feel you are up to the challenge, to embark on this truly exciting opportunity of working at Sun Hill Junior School, with exceptional support provided by an experienced and committed team of lead practitioners and if you believe you can contribute to our exciting future, I invite you to make an application to be part of the amazing staff team.

Steven Jones - CEO Vita Multi Academy Trust

Sun Hill Junior School
Sun Lane
Alresford
SO24 9NB

01962 732801

adminoffice@sunhill-jun.hants.sch.uk