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# Headteacher recruitment pack

Verwood CE First School and Nursery



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# WELCOME

On behalf of Initio Learning Trust and Verwood CE First School, thank you for your interest in this Headteacher opportunity. This recruitment pack offers a glimpse into our Trust and the vibrant learning environment at Verwood CE First School. We hope it provides you with valuable information as you consider this exciting role.

To gain a deeper understanding of our vision and values, please visit our websites: [www.initiolearning.org](http://www.initiolearning.org) and [www.verwoodfirst.dorset.sch.uk](http://www.verwoodfirst.dorset.sch.uk). We strongly encourage prospective candidates to schedule a visit to Verwood CE First School. Experiencing the school first hand will allow you to truly appreciate its unique character and the dedicated community we serve.

Liz West  
CEO  
Initio Learning Trust



## Our Vision

Is to enable everyone to flourish in our communities and beyond.

## Our Values

### Collaboration

We are a family of schools working closely together, supported by an experienced team.

### Ambition

We are ambitious in our drive for educational excellence, offering outstanding opportunities for our pupils and our staff.

### Respect

We respect all of our pupils and staff and invest in every member of our community.





# ABOUT OUR TRUST

Initio Learning Trust is a multi academy trust operating across East and West Dorset. We are responsible and accountable for the education of over 7000 pupils from 3 to 19 years of age and for the employment and support of over 1000 staff in 19 schools across Dorset, from Bridport in the West of the county to Verwood in the East.

We aim to provide excellent education and opportunities for the students and communities that our schools serve, where everyone can flourish. We are determined to inspire in our students a love of learning, raise their aspirations, and embed the 3 core values of the Trust - ambition, respect, and collaboration.

We are united by a common set of values based upon the importance of our communities, and we are driven by our ambition to do our very best for the young people in our care. Our professional networks bring together staff from across our schools to share best practice and learn from each other, and Initio Learning Trust is an incredibly exciting place for a senior leader to develop their career.



# Local School Committee

Dear Prospective Applicant,

The Local School Committee at Verwood CE First School warmly invites you to apply for the Headteacher vacancy. We are truly enthusiastic about welcoming a new leader to our dedicated team who will build upon our strong foundations.

Verwood CE First School is a special, community-focused school deeply rooted in its Christian values, where children are at the heart of all we do. We are proud of our positive and supportive learning environment and our commitment to providing the best educational opportunities for every child. As part of the Initio Learning Trust, we benefit from a valuable network of collaborative support and resources.

We are seeking a Headteacher who shares our passion for education and possesses the vision and leadership to guide Verwood CE First School into an exciting future. We believe in empowering our Headteacher through a strong and collaborative partnership. As a supportive and engaged committee, we are committed to working alongside the new Headteacher to ensure the continued success of our school.

We understand the importance of finding the right fit and encourage you to visit Verwood CE First School to experience our community firsthand. We are confident you will find a welcoming and dedicated staff, enthusiastic children, and a supportive parent community. We eagerly anticipate your application and the opportunity to discuss how your vision and experience can contribute to the continued growth and success of Verwood CE First School.

Sincerely,

Jane Mearns

Chair of Local School Committee



A photograph of two young children, a boy and a girl, standing in front of a red door. They are both wearing red school uniforms and carrying red satchels. The boy is on the left, holding the girl's hand. The girl is on the right, holding a red cloth. They are both smiling. The background is a brick wall with a window and a blue door.

# Director of Education (Primary)

Dear Prospective Applicant,

It brings me great pleasure to see you considering the Headteacher position at Verwood CE First School. This is a truly fantastic opportunity to lead a school within the Initio Learning Trust, an organisation deeply committed to delivering high-quality education and fostering an inclusive environment for both our pupils and staff. Our central vision is to empower everyone to flourish within our communities and beyond, and this role is pivotal in bringing that vision to life for the children of Verwood CE First School.

Verwood CE First School holds a special significance within our Trust. It's a school characterised by its strong community spirit and unwavering dedication to nurturing the unique potential of every child. The school benefits from a truly dedicated team of staff and a highly supportive Local School Committee, all working collaboratively to ensure the very best outcomes for their pupils. As an integral part of the Initio Learning Trust, Verwood CE First School gains strength and synergy from a wider network of schools, unlocking valuable opportunities for shared learning, professional development, and strategic support. Notably, the school shares a campus with Emmanuel CE Middle School, and exciting collaborative initiatives are already underway, which we are eager to see develop further.

We are seeking a dynamic and inspiring leader who embodies our Trust values of ambition, respect, and collaboration. This individual will build upon the school's existing strengths and skilfully guide it into its next exciting phase of development. We are looking for someone with a clear and compelling vision for the future of education, a genuine passion for creating inclusive learning environments where every child can thrive, and the ability to empower and motivate those around them. We deeply believe in fostering ambition in both our students and staff, treating everyone with the utmost respect, and working collaboratively to achieve our shared aspirations.

The successful candidate will become part of a Trust that not only values these principles but is also wholeheartedly committed to supporting our Headteachers in their professional journey. We provide the resources they need to succeed and actively work in partnership to enable everyone within our community to flourish.

I strongly encourage you to explore this opportunity further and consider how your unique skills and experience align with the vision and values of both Verwood CE First School and the Initio Learning Trust. We eagerly await your application.

Laura Thomas, Director of Education (Primary)



# ABOUT THE SCHOOL

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Nestled in the heart of Verwood, Dorset, our Church of England First School and Nursery offers a nurturing and inspiring start to every child's educational journey. Rooted in strong Christian values and part of the Initio Learning Trust, we foster a warm, inclusive community for 300 children, where every individual is valued and encouraged to flourish. Judged as 'good' by Ofsted in September 2023 and 'excellent' SIAMS May 2019.

Our dedicated team creates a vibrant learning environment where a love of learning blossoms from the earliest years, supported by a well-established phonics programme ensuring strong literacy foundations. Our ambitious curriculum, enriched by local connections and diverse cultural experiences, sparks curiosity and builds essential knowledge and skills. We carefully sequence learning, adapting to individual needs, including those with SEND, so that every child can build upon their understanding using research based principles.

At Verwood, we champion our "Learning Values for Life," encompassing both essential learning behaviours and our core spiritual values of love, joy, peace, and respect. We aim to develop confident, resilient learners who are well-prepared for the future. With high staff morale and a commitment to continuous improvement, we provide a supportive and engaging environment where children feel safe, happy, and eager to learn.





## Our Vision and Values

As a proud Church of England school, Verwood First School and Nursery flourishes through strong partnerships, starting with our close ties to the Salisbury Diocese, St Michael's Church, and our significant role within the Initio Learning Trust.

Our Christian ethos is central to everything we do, guiding our conduct and aspirations for our young people, as further detailed in our Vision and Values. At Verwood, we are committed to being a beacon of light and hope, inspired by Matthew 5:16. We nurture the inner glow of personal growth and positive change, trusting that God guides our path, even when the destination is unclear. Hope, for us, is the confident expectation that our efforts will lead to positive outcomes.

Our core values underpin this mission:

**Respectful Relationships:** We believe in working hard, playing hard, and caring deeply in all our interactions. Meaningful connections are fundamental, built on tolerance and empathy within our school and extending to embrace the rich diversity of the wider world.

**Engagement:** Engagement means actively connecting with the world around us, fostering curiosity and a flourishing spirit. In the classroom, we encourage a strong commitment to learning, driven by the hopeful expectation of becoming the best version of ourselves each day.

**Readiness:** Being ready means being present, aware of our surroundings, and prepared for what lies ahead. We value open-mindedness towards new experiences and feelings. We pride ourselves on demonstrating a readiness to learn and embrace new challenges with the hopeful expectation of success through preparation.



# CANDIDATE CHARTER

## Our commitment to you:

- Transparency - we will treat you with respect, honesty and fairness
- Protecting your privacy - we'll ensure your information is secure and handled sensitively
- Understanding - you'll be given everything you need to make informed decisions
- Showcasing talent - we'll provide a good opportunity for you to share your skills, experience and potential
- Feedback - we will provide constructive feedback professionally and promptly
- Listening - we welcome feedback and we'll act on what you have to share
- Inclusivity - our hiring decisions align with our commitment to create a high quality, diverse workforce

## We will:

- Provide you with clear, accurate and timely information
- Give you the opportunity to ask questions - and we'll ensure you get the answers you need
- Respond to enquiries promptly and usually within 24 hours during the working week
- Adopt a fair and consistent assessment process
- Make sure you have all the documentation and details you need for an interview, well in advance
- Provide you with real insight about what it's like to be part of our team
- Ensure all offers are fair and equitable
- Seek feedback on your experience at every opportunity, so we can continue to improve

## In return we ask that you:

- Be honest and upfront about your experience, aspirations and motivations
- Provide open and accurate information when submitting an application
- Always give yourself the best opportunity to succeed - research who we are and how we work
- Let us know if situations change in relation to your interest - and help us understand why
- Prepare yourself for interview and let us know how we can support you

# HOW TO APPLY

Initio Learning Trust aims to provide rewarding careers and clear progression pathways. We know that our schools need the best staff teams, and the best Headteachers to lead them. If you are a dedicated and driven senior leader working in Initio Learning Trust, then we would be delighted to hear from you. To arrange a confidential conversation about the role or to arrange a visit, please email: [info@initiolearning.org](mailto:info@initiolearning.org)

Please apply online for this Internal Vacancy via the Trust's dedicated recruitment portal

[Initiolearning.current-vacancies.com](https://initiolearning.current-vacancies.com)

The closing date for applications is Wednesday 13th May 2025 at midnight. Interviews will be held on Wednesday 21st May 2025.

The Trust values the diversity of our workforce and welcomes applications from all sectors of the Initio community.

Initio Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

## Thank you for your interest

