



## **Primary Phase Recruitment Pack**

Assistant Headteacher  
Assessment & Standards

**BTC TRUST** 

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## Welcome from the Executive Headteacher

It is a pleasure to welcome you to Bridgwater College Academy.

Since opening in 2012 as one of the first all-through academies in the Southwest, the academy has established itself as a thriving and ambitious community. Our all-through model, offering education from nursery through to Year 11, provides children with a rare continuity of care and learning, ensuring that the foundations built in our Primary Phase are sustained and strengthened throughout their time with us.

The Primary Phase is central to this journey. From a child's very first steps into nursery to the transition into secondary education, we place great importance on high standards of teaching, strong relationships, and a supportive environment where every pupil can achieve their potential. We are committed to providing a rich and engaging curriculum, alongside wider opportunities that help our pupils develop confidence, independence, and a lifelong love of learning.

Over the past decade, Bridgwater College Academy has continued to grow and evolve. We have invested in our facilities, strengthened our curriculum, and developed a culture of collaboration, inclusion, and ambition. We are proud of the progress we have made, but we remain focused on the future – on raising aspirations, supporting staff development, and ensuring that our academy continues to deliver the very best for the children and families we serve.

For colleagues, Bridgwater College Academy offers the opportunity to be part of a dedicated, professional, and supportive team. Working within the Primary Phase brings the privilege of shaping pupils' earliest experiences of education, while also being part of an all-through academy where you can see the long-term impact of your work as pupils progress into secondary education and beyond.

If you are committed to making a difference, to working collaboratively, and to supporting children at the very beginning of their educational journey, then Bridgwater College Academy provides an exciting and rewarding environment in which to do so.

Warm regards,



Jonathan Black  
**Executive Headteacher**



### Welcome from the Headteacher – Primary Phase

Thank you for taking the time to find out more about the role of Assistant Headteacher Assessment and Standards here at Bridgwater College Academy.

We are fortunate to have a dedicated and passionate Primary Leadership Team who work hand in hand with our secondary colleagues. Together, we share one clear mission, **“Every Child Achieves”** and this sits at the heart of everything we do for our children and families.

This is a very exciting time to be joining our academy. We are on a journey of rapid improvement, building on our strengths and embracing the opportunities ahead of us. There is a real sense of energy and optimism across the school, and we are determined to provide the very best education and experiences for our children, so they leave us confident, capable, and ready for the future.

As Assistant Headteacher for Assessment and Standards, you will play a vital role in shaping our next chapter. If you are someone who thrives on challenge, enjoys working as part of a supportive and committed team, and is motivated by the chance to make a lasting difference, then we would love to hear from you.

We are proud to be part of Bridgwater & Taunton College Trust, which brings with it the expertise, encouragement, and resources of a wider family of schools. This collaboration ensures we can provide the very best for the children in our care and also excellent opportunities for staff professional development and growth.

If this opportunity excites you, I would love to talk with you further about the role and the future we are building here at Bridgwater College Academy.

Warm regards,



Sarah Evans  
**Headteacher of Primary**

## About Bridgwater College Academy

Bridgwater is a historic market town in Somerset with a rich cultural heritage and a strong sense of community. Best known for hosting Europe's largest illuminated carnival, the town has a proud tradition of celebration and togetherness. Today, Bridgwater is also a town on the rise. Significant investment in housing, infrastructure, and industry, including the nearby Hinkley Point C project, is driving rapid growth and opportunity.

At the heart of this community is Bridgwater College Academy (BCA) is a large, all-through academy educating pupils from age 3 to 16. Established in 2012, BCA was one of the first all-through schools in the Southwest and remains distinctive in its ability to provide a seamless journey from nursery through to GCSEs.

Our structure brings consistency and stability, supporting pupils to achieve their potential at every stage. It allows staff to build long-term relationships with children and their families, and it gives colleagues the unique privilege of seeing the long-term impact of their work on pupils' progress and development.

We are proud to serve a diverse and vibrant community, raising aspirations and widening opportunities. Our broad and balanced curriculum is complemented by strong pastoral care and enrichment opportunities, preparing our pupils for life beyond school.

The town of Bridgwater is ideally placed for those seeking an excellent quality of life. Set between the Quantock Hills, the Mendips, and the Somerset Levels, Bridgwater offers easy access to stunning countryside, walking trails, and the nearby coastline. Its location on the M5 and mainline rail network ensures excellent connectivity to Bristol, Exeter, Taunton, and London, making it an increasingly attractive place to live and work.

## **Our Core Purpose:**

**Every Child Achieves**

## **BTCT Values:**

**Ambitious | Collaborative | Inclusive**

## **Bridgwater College Academy Vision:**

At BCA we demonstrate **high expectations** through the promotion of **reading, respect, resilience** and **responsibility**.

All BCA students will:

- be able to read fluently at a level that reflects their chronological age or higher.
- always demonstrate respect and strive to build positive relationships with others.
- be resilient when facing challenges and take responsibility for themselves and their community.

## **Bridgwater College Primary Academy Core Principles:**

We are committed to inclusive classrooms which promote active engagement in learning by all pupils.

We aspire for everyone to feel heard, and we work hard to communicate with each other effectively so that we can all achieve our best.

We are focused on preparing pupils for their future in the wider world by promoting community engagement, social awareness and cultural understanding.

We endeavour to cultivate a lifelong love of reading by immersing pupils in diverse narratives, expanding knowledge and fostering critical thinking skills.

## The Role

<b>Job Title:</b>	Primary Assistant Headteacher – Assessment and Standards
<b>Responsible to:</b>	Headteacher of Primary
<b>Hours:</b>	Full time
<b>Scale:</b>	L7 – L10
<b>Required from:</b>	January 2026

We are seeking a dynamic and dedicated Assistant Headteacher to join our Academy Leadership Team. This is an exciting opportunity to play a pivotal role in shaping standards and outcomes across the Primary Phase, while contributing to whole-academy strategy and development.

The successful candidate will take both strategic and operational responsibility for assessment across EYFS to Year 6. You will lead on all statutory assessments, ensuring compliance with national frameworks and moderation processes, and oversee the effective use of data systems to track pupil progress and inform improvement priorities. You will also work closely with colleagues to narrow achievement gaps and maximise outcomes for all pupils, including those from disadvantaged backgrounds. In addition, you will lead pupil progress meetings, support the development of high-quality teaching and learning, and contribute to timetabling and curriculum planning to ensure that high standards are maintained throughout the Primary Phase.

This role also involves providing leadership for staff, offering motivation, support, and challenge to ensure that colleagues achieve the highest expectations. You will build strong working relationships with parents and carers, fostering a culture of partnership that supports pupil development and achievement. As a senior leader within the academy, you will also play a key role in whole school improvement, contributing to the wider leadership of the academy and ensuring that every child achieves.

## Who We're Looking For

We are seeking an individual who can demonstrate:

- Qualified Teacher Status (QTS) and a strong track record of leadership within the primary sector.
- Expert knowledge of the primary curriculum and statutory assessment frameworks (EYFS, Phonics, KS1, KS2).
- Proven experience in leading statutory assessment procedures and data management.
- Success in using assessment and data to drive school improvement and raise pupil outcomes.
- Strong analytical skills with the ability to translate data into effective strategies.
- Excellent leadership skills, with the ability to inspire, support, and hold colleagues to account.
- Effective communication skills to build strong relationships with staff, pupils, parents, and external partners.

- A commitment to inclusion, high expectations, and ensuring that every child has access to the very best education.

### **Why Join Us?**

At Bridgwater College Academy, you will become part of a committed, supportive, and ambitious leadership team within a values-driven Trust that puts students first. We are collaborative and inclusive, with a strong sense of purpose and a shared determination to raise aspirations for all. This role offers the opportunity to make a significant impact in the Primary Phase, while contributing to the wider success of our all-through academy.

You will be joining at an exciting stage in our journey, as we continue to build on our strong foundations and look ahead to the future with confidence and ambition.

### **How to Apply**

For more information and to apply, please visit [BTC Trust Careers Page](#). Informal discussions and visits to the school are warmly encouraged, please contact us to arrange.

**Closing date: 5<sup>th</sup> October 2025 at 11:59pm**

**Interview date: 13<sup>th</sup> October 2025**



**Safeguarding Statement**

Bridgwater & Taunton College Trust is dedicated to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share its commitment. Our mission is that all children achieve. This post is exempt from Rehabilitation of Offenders Act (1974). A comprehensive screening process will be undertaken on all applicants, which will include a check with the Disclosure and Barring Service (DBS).

**Contact Details**

Bridgwater College Academy, Parkway, Bridgwater, TA6 4QY

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[Bridgwater College Academy Website](#) | [BTC Trust Website](#)