



ASSISTANT HEADTEACHER

BEHAVIOUR

START DATE: ASAP

CLOSING DATE:
5PM 8TH OCTOBER 2025

Interview date: TBC

We reserve the right to close the process earlier



OUR SCHOOL

TOM GARFIELD

Headteacher

On behalf of The Kemnal Academies Trust (TKAT), the Governors, staff and students, I am delighted to welcome you to Bridgemary School.

At Bridgemary, we foster a culture of high standards, expectations and aspirations within which every child is known.

Our key aims are for our learners to have high aspirations and expectations for themselves and the school and to realise those expectations. Learners in Gosport deserve and can achieve the very best.

The environment at Bridgemary School is safe and happy, where our students can actively engage in their learning. Our curriculum is built upon a strong academic GCSE core that gives students the correct qualifications to proceed to the courses and careers of their choosing. The staff are dedicated to high-quality relevant learning and to raising standards in all areas.

We are committed to developing independent, healthy young people who make a positive contribution to society. We demand high standards of behaviour, respect and dress.

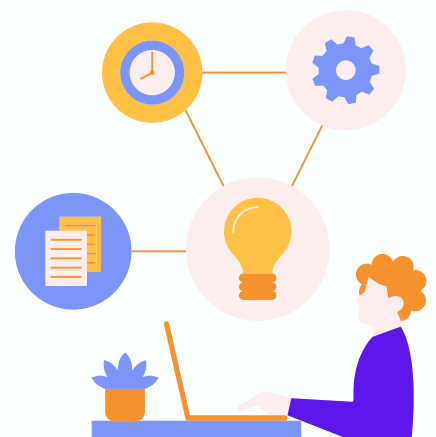
We ensure the support; care and welfare of our students are the best. This school is inclusive.

We are a school at the very heart of the local community and aspire to be the school of choice of all who live here.



"Leaders and those responsible for governance share a mission: to provide the best education possible for their pupils."

Ofsted 2023



SHAPE FUTURES AT BRIDGEMARY SCHOOL: ASSISTANT HEADTEACHER – BEHAVIOUR



"There is a very inclusive and calm culture at this school, which is underpinned by mutual respect and trust." Ofsted 2023



**Salary :
L8 – L13**

An exceptional opportunity for an inspirational and dedicated leader to drive behaviour and standards at a rapidly improving school.

This is an exciting time to join Bridgemary School. We are a popular 11-16 school with increasing pupil numbers and rising results. We are proud to provide an excellent education for all our students, with a firm commitment to learning, pride in our community, and sharing success in all that we do. As we continue on our upward trajectory, we are seeking an outstanding Assistant Headteacher to lead on all aspects of student behaviour, attitudes, and personal development.

As a key member of the Senior Leadership Team, you will be instrumental in shaping a positive, respectful, and ambitious school culture. You will provide strategic leadership to ensure the highest standards of behaviour and attendance, creating an environment where every student can thrive and every teacher can teach.

The successful candidate will:

- Have a proven track record of outstanding leadership, with experience in raising standards of behaviour and attendance.
- Be an exemplary classroom practitioner with the ability to inspire and motivate both students and staff.
- Possess a deep understanding of best practices in behaviour management, restorative approaches, and safeguarding.
- Be a strategic thinker with the ability to analyse data, develop effective policies, and implement impactful strategies.
- Have exceptional interpersonal, communication, and organisational skills.
- Be resilient, determined, and committed to the academic and personal success of every child.

Why join Bridgemary School?

You will be joining a dedicated and supportive team in a school that is on a clear path of improvement and growth. As part of The Kemnal Academies Trust (TKAT), you will have access to a network of professionals and a wide range of career development opportunities. TKAT is one of the largest Multi-Academy Trusts in the South of England with over 45 Primary and Secondary Academies in the TKAT Family. For further information about TKAT please visit www.tkat.org.

Join our dedicated team and make a real difference to the lives of young people at Bridgemary School. To find out more and apply, please visit our website www.bridgemary-tkat.org



**"Pupils behave very well in lessons
and during social times."**

Ofsted 2023



The TKAT Vision : 'Achieving More Together'

A community of learners who share the mindset of success and are driven by the prospect of opportunity for all. An environment of aspiration, respect and openness, enabling staff and students to thrive.

The TKAT Purpose

Within the #oneTKATfamily, the shared and common purpose is to work together as a community of schools to ensure that every child, whatever their background, receives a high quality education.

TKAT is committed to providing outstanding teaching and learning to enable all pupils to meet the challenges of the twenty-first century.



**"Personal development is a strength of the
school. The well-designed programme ensures
that pupils learn how to keep themselves safe
and healthy..." Ofsted 2023**



We will ensure that the successful candidate has:

- continuous professional learning, development and improvement
- the opportunity to contribute to raising standards for all our students
- an excellent opportunity for career progression, both within the school and the Trust.
- a positive and optimistic working environment focussed on student progress and high standards of achievement and behaviour;
- excellent networking opportunities including involvement in PIXL and school partnerships
- opportunities to further develop your Leadership Skills

**"The school is highly ambitious for all pupils and
committed to helping them to achieve highly,
including in examinations."**

Ofsted 2023

OUR SERVICE

TERMS OF EMPLOYMENT:

A formal contract will be issued once the successful applicant has been appointed. It will be offered subject to a Disclosure and Barring Service (DBS) check and appropriate references.

SAFEGUARDING

TKAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment will be subject to the full Safer Recruitment process, including an enhanced disclosure and barring service check.

FLEXIBLE WORKING

TKAT recognises the value of enabling our employees to develop their career and balance this with their commitments and interests outside of work. In TKAT we promote flexible working practices and opportunities to promote a positive work life balance.

OUR COMMITMENT- EQUALITY, INCLUSION, DIVERSITY AND BELONGING

TKAT is committed to inclusion, diversity and equality of opportunity by encouraging and welcoming differences, listening to individual experiences, aspirations and accomplishments and learning how to grow better together. We welcome applications from all suitable candidates, regardless of any protected characteristic; this includes applicants wishing to work flexibly.



'A very rewarding school to work in with great support from other colleagues. There are fantastic career development opportunities available.'

'Bridgemary is a caring and creative community whereby you are valued as an individual in an exciting school and academy, every single day. You are free and encouraged to develop your career in a respectful and rewarding atmosphere; there is no cap on using your capabilities and exploring new avenues, benefitting from excellent management and training support. Opportunities are enhanced from rising rigour and reputation, making Bridgemary the first choice school for many families.'



**"Staff feel valued and are extremely proud to work at the school."
Ofsted 2023**

JOIN OUR TEAM

How to apply:

If you have the vision, drive, and experience to help lead our school, we would love to hear from you. We encourage prospective candidates to arrange a visit to the school to see us in action. Please contact head@bridgemary-tkat.org to arrange a tour.

Should you be selected and invited to interview please let us know if you require us to adapt the interview environment. If we can accommodate practical workplace adjustments to assist we will.

To download an application pack please go to our website at www.bridgemary-tkat.org and return your completed application form to recruitment@bridgemary-tkat.org

"...pupils are happy and feel safe." Ofsted 2023

