

# Brookside Academy Recruitment Pack



Assistant Headteacher –  
Teaching, Learning and Assessment

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## **Welcome from the Headteacher**

I'm delighted that you are considering joining Brookside Academy at such an exciting point in our journey.

Brookside has always been a place where children are placed at the heart of everything we do. We are deeply committed to nurturing an inclusive, safe, and inspiring environment where every child is challenged, supported, and encouraged to flourish.


Our values are simple but powerful: Be Kind, Be Safe, Be Responsible. These principles underpin our ethos and ensure that every member of our community feels valued, respected, and empowered to succeed.

In September 2024, Brookside Academy became part of the Bridgwater & Taunton College (BTC) Trust. This partnership strengthens our capacity to deliver excellence in teaching and learning, while opening up new opportunities for both our pupils and our staff. Being part of the Trust means access to a wide network of professional development, collaboration with like-minded colleagues, and shared resources that enhance our provision. BTC Trust is built on the belief that students come first and that we achieve more when we work together, principles that align perfectly with our own.

At Brookside, we believe that teachers should be free to teach. That means leaders work hard to remove unnecessary barriers, provide clarity, and offer meaningful support. We are committed to creating a culture where staff are trusted, empowered, and given the space to do what they do best; teach, inspire, and make a difference.

So, why join Brookside? As one of Somerset's largest and most diverse primary schools, we offer an unparalleled opportunity to be part of a thriving, ambitious, and inclusive community. You will work alongside talented and supportive colleagues, engage in high-quality professional development, and have the chance to shape teaching, learning, and outcomes across mainstream, nursery, and specialist provision.

Warm regards,



Brian Walton  
**Headteacher**  
Brookside Academy



## **About Brookside Academy**

Brookside Academy is located in the vibrant town of Street, Somerset, nestled at the foot of Glastonbury Tor and surrounded by the beautiful Mendip Hills. Street is a lively community with a rich cultural heritage and excellent amenities. It is best known as the home of Clarks Shoes and the popular Clarks Village retail outlet, attracting visitors from across the region. The town offers a strong sense of community, a range of leisure and recreational opportunities, and easy access to both Bristol and Bath, as well as the stunning Somerset Levels and coastline. For those seeking a balance between professional fulfilment and quality of life, Street provides an attractive mix of rural charm and modern convenience.

Brookside Academy itself is one of the largest primary schools in Somerset, offering provision across nursery, mainstream, and specialist settings. We are proud of our reputation for inclusivity, innovation, and creativity, and our diverse school community reflects the richness of the area we serve. Our facilities are extensive and well-resourced, including specialist classrooms, large sports fields, and dedicated spaces for outdoor learning and creative exploration. These resources enable us to deliver a broad and balanced curriculum that not only supports academic achievement but also nurtures children's wider skills, confidence, and wellbeing.

At Brookside, we are passionate about preparing children for the future. We provide opportunities that go beyond the classroom, encouraging pupils to engage with the local community, develop a global perspective, and build the resilience and character needed to thrive in an ever-changing world. Our inclusive ethos ensures that every child, regardless of background or ability, is supported to achieve their full potential.

As a member of the Brookside Academy team, you will not only be joining a forward-thinking and ambitious school but also becoming part of a welcoming and supportive community. With the combination of a thriving local area, excellent transport links, and the strong collaborative culture of the BTC Trust, Brookside Academy offers a truly exciting and rewarding place to live and work.

## The Role

Assistant Headteacher – Teaching, Learning and Assessment | L7 – L10 | Permanent

We are seeking to appoint a passionate and dedicated professional who can contribute to our vibrant and inclusive learning community. The successful candidate will play a key role in delivering high-quality teaching and learning, building positive relationships with pupils, and supporting their academic and personal development. We are looking for someone who shares our commitment to inclusion, excellence, and teamwork, and who is ready to embrace the opportunities that come with working in a dynamic academy setting.

Are you an ambitious, values-driven leader with a passion for excellence in teaching and learning? Brookside Academy is seeking an exceptional Assistant Headteacher - Teaching, Learning and Assessment to join our Senior Leadership Team and play a pivotal role in shaping the future of our academy.

At Brookside, we are proud to be one of Somerset's largest and most inclusive primary schools, offering provision across nursery, mainstream, and specialist settings. As part of the Bridgwater and Taunton College Trust, we are committed to collaboration, innovation, and ensuring that every child achieves their potential.

This is an exciting opportunity for an experienced and inspirational leader to drive forward the highest standards of teaching, learning, and assessment across the academy. You will lead with vision and integrity, developing research-informed practice, coaching colleagues to excel, and embedding a culture of ambition, inclusion, and continuous improvement.

We are looking for a candidate who can demonstrate a strong track record of leadership, evidence of improving pupil outcomes, and expertise in pedagogy, curriculum, and assessment. You will combine strategic thinking with a hands-on commitment to modelling excellent practice, and you will have the presence and credibility to inspire staff, pupils, and the wider community.

In return, we can offer you:

- The opportunity to make a significant impact on teaching, learning, and outcomes across a diverse and ambitious academy.
- Access to extensive professional development and leadership pathways within BTC Trust.
- A supportive, collaborative team where your ideas and leadership will help shape the academy's future.
- A dynamic and inclusive school environment where every role contributes to our vision that children come first.

If you share our passion for educational excellence and believe you can make a real difference to the lives of children and young people, we would love to hear from you.

## 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: 14<sup>th</sup> October 2025**

## Job Description

### Core Purpose

The Assistant Headteacher for Teaching, Learning and Assessment will play a key strategic role in ensuring the highest standards of teaching, learning and outcomes for all pupils across the Academy. As a member of the Senior Leadership Team (SLT), you will contribute to the overall leadership and management of the Academy, supporting its vision, values, and ethos.

### Main Responsibilities

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

#### Strategic Leadership

- Develop, implement, and evaluate the Academy's strategy for teaching, learning, and assessment.
- Ensure all staff understand and apply consistent, research-informed approaches to classroom practice.
- Work with the Headteacher and SLT to set and communicate high expectations for staff and pupils.
- Promote a culture of continuous improvement, ambition, and excellence.
- Lead school improvement planning and self-evaluation, using data, observations, and feedback to set priorities.
- Establish clear, measurable targets to improve pupil outcomes and track progress towards them.

#### Teaching & Learning

- Lead on improving classroom practice through coaching, mentoring, and modelling.
- Stay up to date with best practice in pedagogy and share it effectively across the staff team.
- Plan, deliver, and evaluate high-quality CPD focused on pedagogy, curriculum delivery, and assessment for learning.
- Establish systems to monitor the quality of teaching through:
  - Lesson observations
  - Learning walks
  - Work scrutiny
  - Pupil voice feedback
- Provide clear, constructive feedback to teachers, recognising strengths and setting areas for development.
- Support teachers to use assessment data effectively to inform planning, personalise learning, and meet pupils' needs.

#### Assessment

- Oversee the design and implementation of robust, purposeful assessment systems across the school.



- Ensure assessment policies are consistent, manageable, and used effectively by staff.
- Lead the analysis and interpretation of pupil progress and attainment data.
- Identify trends, strengths, and areas for development at whole-school, group, and individual levels.
- Support middle leaders and class teachers to address underperformance and close learning gaps.
- Lead on systems for reporting progress to pupils, staff, governors, and parents/carers, ensuring clarity and impact.

### **Leadership & Management**

- Line manage and support middle leaders to ensure effective leadership of subjects and phases.
- Set clear expectations and hold middle leaders accountable for progress and outcomes.
- Support SLT initiatives to improve outcomes for all pupils, with particular attention to disadvantaged and SEND learners.
- Monitor the impact of interventions and ensure resources are used effectively.
- Model exemplary teaching and maintain a small teaching commitment to demonstrate best practice.

### **Wider Leadership Responsibilities**

- Act as a visible, positive role model, upholding the highest standards of professional conduct.
- Promote and uphold a culture of inclusion, respect, and ambition.
- Ensure safeguarding is embedded in practice, following school policies and procedures rigorously.
- Deputise for the Headteacher as required, including decision-making, parent/carer communication, and representing the school externally.
- Undertake other responsibilities and duties commensurate with the seniority of the role, as directed by the Headteacher.

### **Other Duties**

- Attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses
- Promote and celebrate an approach of equality, diversity and inclusion for all colleagues, students and external stakeholders.
- Responsible for the health and safety of themselves and others
- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues
- Be a team player and contribute towards the vision, culture and ethos of the Trust
- From time to time, you may be required to carry out other duties commensurate with the role.

## Person Specification

Area to be assessed	Essential criteria	Desirable criteria
<b>Safeguarding</b>	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
<b>Qualifications/Experience</b>	<p>Qualified Teacher Status (QTS).</p> <p>Substantial and successful teaching experience, demonstrating outstanding classroom practice.</p> <p>Proven track record of successful leadership at middle or senior level.</p> <p>Evidence of measurable impact on improving teaching, learning, and pupil outcomes.</p> <p>Experience of leading or contributing to whole-school improvement initiatives.</p> <p>Experience in working with and developing middle leaders or teams.</p> <p>Experience in using assessment data to drive improvement.</p> <p>Evidence of effective CPD, demonstrating a commitment to ongoing professional development.</p>	<p>National Professional Qualification for Senior Leadership (NPQSL), NPQH, or equivalent leadership qualification.</p> <p>Experience across more than one key stage or educational phase.</p> <p>Experience working with or leading on strategies for disadvantaged or SEND pupils.</p> <p>Experience in supporting or leading school self-evaluation and inspection preparation.</p>
<b>Knowledge/Skills</b>	Strong and up-to-date knowledge of effective pedagogy, curriculum design, and assessment practice.	Knowledge of current education policy, national developments, and their implications for schools.



	<p>Clear understanding of how to monitor, evaluate, and improve the quality of teaching and learning.</p> <p>Ability to analyse pupil progress data, identify trends, and implement strategies for improvement.</p> <p>Excellent coaching and mentoring skills to support and develop teachers and leaders.</p> <p>Strong understanding of strategies to raise attainment and close achievement gaps, including for disadvantaged and SEND pupils.</p> <p>Excellent communication and interpersonal skills to engage effectively with pupils, staff, parents/carers, and governors.</p> <p>Strong organisational and time management skills, with the ability to prioritise effectively and work under pressure.</p> <p>High level of personal and professional integrity, setting an excellent role model for others.</p> <p>Commitment to inclusion, safeguarding, and promoting the welfare of all pupils.</p>	<p>Understanding of how to embed a positive and ambitious school culture.</p>
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### **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**

Brookside Academy, Brooks Road, Street, Somerset, BA16 0PR  
01458 443340 | [Brookside Academy Email](#) | [BTC Trust Recruitment Email](#)  
[Brookside Academy Website](#) | [BTC Trust Website](#)