



BRIDGWATER COLLEGE ACADEMY

Primary Phase Recruitment Pack

EYFS Class Teacher

BTC TRUST

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Welcome from the Headteacher – Primary Phase

Thank you for taking the time to find out more about the role of EYFS Teacher at Bridgwater College Academy.

At the heart of our work is a simple but powerful belief: "Every Child Achieves." This shared mission unites our dedicated primary team and our secondary colleagues, creating a strong all-through culture where collaboration, ambition and inclusion go hand in hand.

This is an important point in our journey. Following our recent Ofsted inspection, the academy was placed in Special Measures. While this was a challenging outcome, it has strengthened our determination to secure the very best education for every child. We have a clear improvement strategy, an ambitious vision for the future and a shared commitment to raising standards across the academy.

As an EYFS Teacher, you will play a vital role in laying the foundations for lifelong learning. You will join a supportive and dedicated Early Years team committed to ensuring every child develops the confidence, independence, curiosity and skills needed to thrive throughout their educational journey. Through high-quality interactions, purposeful provision and nurturing relationships, you will help children make exceptional progress across all areas of learning and development.

We are looking for a teacher with high expectations for all pupils, a commitment to inclusive practice and a passion for helping children succeed. You will work closely with colleagues, teaching assistants and families to provide an engaging and ambitious curriculum that meets the needs of all learners, including those with SEND.

You will be supported by an experienced leadership team that values professional development, collaboration and staff wellbeing. This role offers a genuine opportunity to make a lasting impact while contributing to the continued improvement and success of our Primary Phase.

As part of Bridgwater & Taunton College Trust, you will benefit from being part of a wider family of schools, with access to expertise, collaboration and excellent opportunities for professional development and career progression.

If this opportunity excites you, I would be delighted to speak with you about the role and the future we are building together at Bridgwater College Academy.

Warm regards,

S L Evans

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.

The town 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.

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. It is located in the Bridgwater North and Central ward, an area facing significant socio-economic challenge. BCA serves a community within the top 5% most deprived areas nationally, where high levels of social housing, economic disadvantage and limited mobility are prevalent. As with many communities experiencing significant socio-economic challenge, some pupils and families face complex barriers that can impact wellbeing, attendance and achievement.

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. Our broad and balanced curriculum is complemented by strong pastoral care and enrichment opportunities, preparing our pupils for life beyond school.

Primary Phase Context	
Number on roll	**534**
SEND% (including EHCPs)	**34.5%**
Pupil Premium	**38.5%**
EAL	**24.7%**

Our Core Purpose:

Every Child Achieves

BTCT Values:

Ambitious I Collaborative I 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

Job Title: EYFS Teacher - Reception
Responsible to: Headteacher of Primary
Hours: Full time
Scale: MPS/UPS – not suitable for ECTs
Required from: January 2027 or as soon as possible after this point

We are seeking a passionate and dedicated EYFS Teacher to join our Early Years team. This is an exciting opportunity to shape children's earliest educational experiences and support them in developing strong foundations for future success.

The successful candidate will have a secure understanding of child development and the EYFS framework and be committed to providing a language-rich, inclusive and nurturing environment where every child can flourish.

You will create engaging learning experiences through high-quality continuous provision, purposeful play and skilful adult interactions. Working closely with families and colleagues, you will support children to become confident, resilient and independent learners while ensuring every child achieves their full potential.

As a member of the Primary Phase team, you will play a full role in the life of the school, contributing to its continued improvement and helping to ensure that our vision, "Every Child Achieves," is realised in practice. You will embrace our commitment to high expectations, positive relationships and inclusive education, while modelling the values and behaviours that support a thriving learning community.

Who We're Looking For

We are seeking an individual who can demonstrate:

- Qualified Teacher Status (QTS).
- Experience of teaching within Nursery, Reception or Early Years.
- Strong knowledge of the EYFS Statutory Framework and Development Matters.
- A secure understanding of child development from birth to five.
- Expertise in early communication and language development.
- A commitment to developing children's early reading through systematic synthetic phonics.
- Experience of planning and enhancing high-quality continuous provision.
- The ability to observe, assess and respond effectively to children's learning needs.
- A strong understanding of school readiness and successful transition into Key Stage 1.
- Experience supporting children with SEND and additional needs through early identification and intervention.

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 pupils first. We are collaborative and inclusive, with a strong sense of purpose and a shared determination to raise aspirations for all. 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.

Our Early Years provision is central to our vision that Every Child Achieves. We are committed to providing a nurturing, language-rich and ambitious start to education where every child is known, valued and supported to succeed. Our team is passionate about child development, high-quality provision and ensuring children develop the skills, knowledge and dispositions required for future success.

We believe in hiring for potential and this means that we value individuals for the knowledge skills and experience that they have developed in every aspect of their lives. If you don't feel that you meet all of the criteria listed in the person specification, we would still encourage you to apply.

We care about our staff and provide a number of benefits in addition to salary including a positive and supportive working environment, employer pension contribution of at least 23%, generous annual leave entitlement for all-year round staff, on-site gyms, free parking, access to a retail discounts platform and Employee Assistance Programme. Helping you achieve a good work life balance is important to us. Lots of our colleagues work flexibly including part time hours and/or job shares and we are happy to discuss these opportunities with you.

We truly believe that diversity of thought, culture, background and perspective secure the best outcomes for our students. We strive to build teams that represent our local communities and welcome applications from individuals who identify as members of an under-represented group and in particular individuals who identify as BAME, disabled or LGBT. We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

How to Apply

For more information and to apply, please visit
Bridgwater College Academy Website | BTC Trust Website

Informal discussions and visits to the school are warmly encouraged, please contact us to arrange.

Closing date: Friday 20th November

Interview date: Friday 27th November

Job Description

Core Purpose

To provide exceptional Early Years education that enables every child to achieve their potential across all areas of learning and development. The postholder will create a safe, stimulating and language-rich environment which promotes curiosity, independence, wellbeing and lifelong learning while ensuring children are well prepared for their transition into Key Stage 1.

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.

1. Promote School Readiness

- Foster children's personal, social and emotional development.
- Support children to develop independence, resilience and confidence.
- Establish routines and expectations that enable all children to thrive.

2. Support Communication and Language Development

- Use high-quality interactions to extend children's thinking and vocabulary.
- Create a language-rich environment that promotes speaking, listening and understanding.
- Identify and address gaps in communication and language development through targeted support.

3. Deliver High-Quality Early Education

- Plan and deliver learning experiences that balance adult-led teaching and child-initiated play.
- Develop engaging indoor and outdoor learning environments.
- Provide high-quality continuous provision that supports progression across all EYFS areas of learning.

4. Early Reading and Phonics

- Deliver systematic synthetic phonics with fidelity to the school's chosen programme.
- Promote a love of reading through stories, rhymes and rich literary experiences.
- Support early writing and mark-making development.

5. Observation and Assessment

- Observe children carefully to identify achievements and next steps.
- Use assessment information to inform planning and provision.
- Complete EYFS assessments accurately and effectively.

6. Inclusion

- Ensure all children can access learning successfully.
- Work collaboratively with SENDCo, external professionals and families.
- Support early identification and intervention for children requiring additional support.

7. Parent Partnerships

- Develop strong relationships with parents and carers.
- Share information regularly about children's learning and development.
- Support families in promoting learning at home.

8. Appraisal, Review and Professional Development

- Participate in professional growth in accordance with the regulations made for the appraisal of teachers' performance.
- Participate in meetings at the school which relate to the curriculum, administration or organisation of the school, including pastoral matters.
- Participate in arrangements for further training and professional development as a teacher, including undertaking training and professional development as identified in Growing Great Teachers Targets.
- Keep abreast of trends, developments and research in education,

Other Responsibilities

- Support assessment and record-keeping procedures as directed.
- Uphold school safeguarding, inclusion, and equality policies at all times.
- Undertake additional responsibilities as deemed reasonable by the Headteacher of Primary.

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
Safeguarding	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
Qualifications/ Experience	Qualified Teacher Status. Experience teaching within Early Years. Knowledge of the EYFS Statutory Framework. Understanding of child development and school readiness. Experience of supporting communication and language development. Strong understanding of early phonics and emergent literacy.	Nursery and Reception experience. Experience of working with external agencies. Paediatric First Aid qualification. Experience of supporting EAL pupils. Experience of Mastering Number. Experience of Unlocking Letters and Sounds phonic programme. Experience of extra-curricular provision. Experience of using technology to enhance learning. Experience supporting children with SEND in Early Years.
Knowledge/Skills	Commitment to high expectations for all pupils, both academically and behaviourally. Ability to work collaboratively with teaching assistants and other professionals to support pupil progress and wellbeing.	Understanding of, and commitment to, the principles of the TGMC behaviour ethos, promoting high expectations, positive relationships and consistent approaches to behaviour for learning.
Interpersonal Skills	Ability to work in a team. Strong communication and organisational skills. Reflective, collaborative and committed to professional development.	Experience supporting wider school improvement initiatives.

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

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Bridgwater College Academy Website | BTC Trust Website