

# HEADTEACHER RECRUITMENT PACK

## FEBRUARY 2026



Bacon Garth Primary School

The Garth  
Cottingham  
East Riding of Yorkshire  
HU16 5BP



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# From the Chair of Governors

Dear Applicant

On behalf of all members of the school community, thank you for your interest in the post of Headteacher at Bacon Garth Primary School. We are a welcoming and friendly school where everyone feels valued and with happy children eager to learn.

Our current Headteacher is retiring at the end of the summer term. We are seeking to recruit an inspirational, dynamic and focused successor who has the vision and skills to build on the school's success, at the same time maintaining and developing our high attainment standards and will be innovative and creative in enabling every pupil to achieve their full potential. We expect the Headteacher to be a role model for staff, children and parents and to do this with humour and care for all members of the school community.

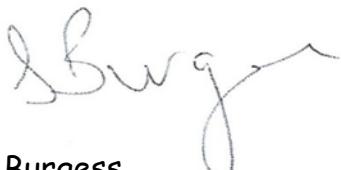
We feel that Bacon Garth is very special and offers the opportunity to move the school forward from its Ofsted Good accreditation. If successful, you will be supported by an enthusiastic highly-skilled staff, committed and active governors and responsive parents. Each year group has a link governor and many of them volunteer in the classroom, giving them first-hand knowledge of the strengths, weaknesses, opportunities and performance within the school. We believe this knowledge allows the governors to work in close partnership with the Headteacher without restricting his or her ability for day-to-day management.

I hope that these pages and our school website will give you all the information you need to apply for this exciting, rewarding and challenging position. The person specification provides a comprehensive list of the qualities we are looking for. If you feel that you have the necessary attributes and are enthusiastic about joining us, then I encourage you to visit the school to see the staff and children at work. We have set aside week commencing 9 February for this. Chloe Beech, our School Business Manager, (01482 849521 or [office@bacongarth.co.uk](mailto:office@bacongarth.co.uk)) will arrange an appointment and can answer any questions you may have.

Should you decide to apply for the post, please complete the online application form which can be found at [www.eastriding.gov.uk/jobs](http://www.eastriding.gov.uk/jobs). You should address all the points in our person specification and, in the section of the application form entitled "supportive statement", please outline your vision for primary education in not more than three pages.

Thank you again for your interest in Bacon Garth Primary School. May I wish you every success with your application.

Yours faithfully



Sue Burgess

# The School Context



Bacon Garth is the smallest of four primary schools in Cottingham. The school is less than ten minutes' walk south of the centre of the village and at the northern edge of an estate of terraced council housing with many deprivation features. This area comprises about two thirds of the school catchment area - the remainder being a typical suburban mix of houses, bungalows and apartments. Engaging families from such a diverse catchment is one of the challenges facing the Headteacher.

Bacon Garth has an admission limit of thirty children per year group for years FS2 to year six. Years one to six are taught in the main school building, with one class per year group. Each class has one teacher plus at least one member of support staff. Foundation Stage 1 and 2 children are taught in the separate Foundation Stage Unit. The FS1 year group can accommodate up to twenty six children in any one session.

We believe that our school should be an inclusive community where all aim high, achieve well and develop self-confidence, positive values and beliefs, a sense of community, well-being and caring attitudes towards others. Bacon Garth has been rated as good by Ofsted.



Cottingham, population 18,000, is popularly known as the largest village in England. Its population is larger than all the towns in the East Riding, apart from Beverley, Bridlington and Goole, but it retains its distinctive village ambiance. In addition to the four primary schools, Cottingham has an academy providing secondary education. Castle Hill Hospital, in Cottingham, has facilities to match the best in the region.



The village lies on the edge of the beautiful Yorkshire Wolds, a mecca for walkers and cyclists. It is very historic and is listed in the Domesday Book as having a mill, five fisheries and 8000 eels.

Cottingham is situated about five miles to the north-west of the centre of Kingston upon Hull, with its shops, universities, museums, soccer and rugby league teams and marina. Six miles to the north is the county town of Beverley. Its narrow medieval streets, 15th century gate, racecourse and the oldest grammar school in the country are dominated by the magnificent 13th century Minster. Five miles to the south, the iconic Humber Bridge, opened in 1981 and until recently the longest single-span suspension bridge in the world, majestically reaches out across the river and affords spectacular views from its footway. The coast is less than an hour's drive away.

The village has excellent communication links. Several bus routes provide at least a ten-minute frequency to Hull centre, with half-hourly services to Beverley and the suburban centres west of the city. Cottingham is on the rail line between Hull and Scarborough, with a half-hourly or better service. Hull has direct rail services to Leeds, London, Manchester, Sheffield and York. The M62 corridor, giving access to West Yorkshire and Lancashire, the North, the Midlands and the South, is five miles away. Humberside Airport is a half-hour drive across the Humber Bridge. There are daily, overnight ferry services from Hull to Belgium and Holland.

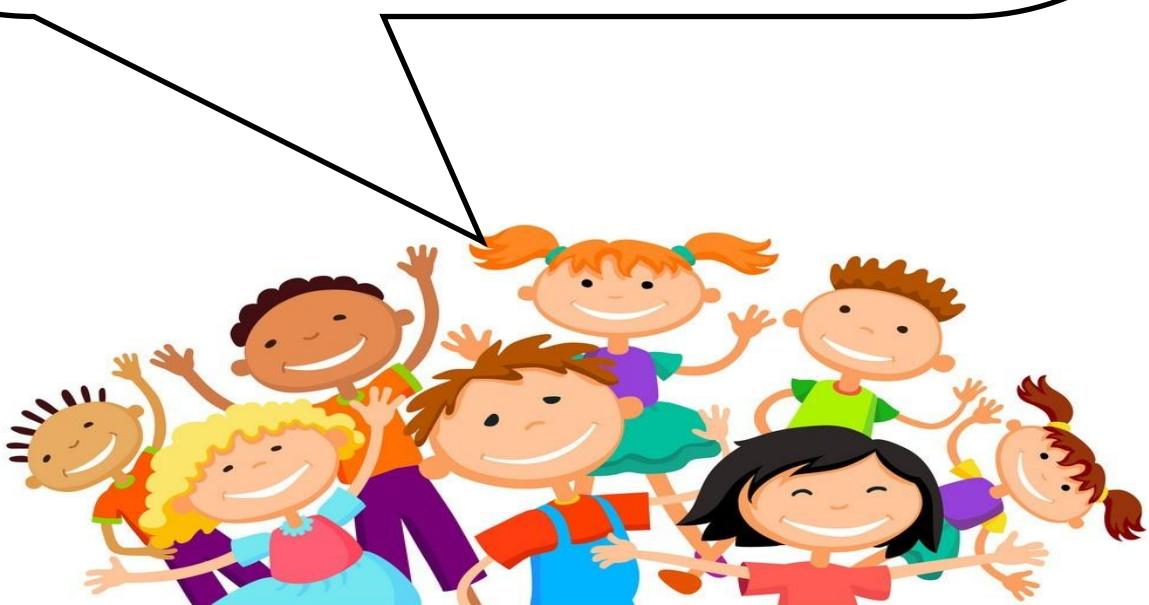


## Our Vision Statement

Every child deserves the best possible education and environment and to thrive and prosper, no matter their background or circumstances. Those beliefs sit at the heart of Bacon Garth's ethos. We go the extra mile to ensure equal opportunities - for all. This means delivering access to all aspects of the curriculum and school activities. It also means making Bacon Garth a truly inclusive community, where every child aims high and achieves their goals and where they develop self-confidence, positive values, wellbeing and empathy. Every day, we work to create a friendly, calm and purposeful environment - one that offers security and opportunities for personal growth. That's why we're constantly striving to be at the forefront of educational best practice. And it's why we aim to ensure that our children can access the latest developments in technology and education. It's our ambition to be a truly 'Healthy School' and to instil a lifelong love of learning. We aim to ensure that our children are prepared and properly equipped to make effective, positive decisions as they journey through their lives.

# Welcome from the pupils—we were asked what we would like our new Headteacher to be like?

Keeps people safe Accessible to pupils, staff & parents  
Visible on the playground in mornings & afternoons Creative  
Can have fun, eg snowball fights Improves the school (building works)  
Firm but fair, clear & consistent rules Cares for everyone in school  
Hard working Gives children opportunities for sporty stuff  
Good achievements of children in & out of school Consistent expectations  
Friendly Sensible Makes school a happy place  
Listens to opinions of children Keeps standards high - values/manners  
Sensitive Sociable & charismatic Kind & cheerful  
Cares enough about the pupils to deal with problems that may crop up outside of school  
Becomes involved in day to day lessons Do good assemblies Let us have fun  
Good team player, someone who fits in well Helpful & knowledgeable  
Gives us stickers, trophies & special mentions Works with the School Council  
Somebody who can deal with behaviour Patient & calm  
Opens the gates with a smile every morning Plays with us  
Keeps fun days like Magic Carpet, Bouncy Castles, World Book Day, etc  
Comes to watch us outside & inside sometimes Positive





## HEADTEACHER OF BACON GARTH PRIMARY SCHOOL JOB DESCRIPTION



Post: Full time, permanent

Headteacher Group: Group 2

National Leadership Pay Scale: L11-L17

### Purpose

- To provide vision, leadership and direction for the school.
- With the governing body, to be responsible for creating and maintaining an effective learning environment which is engaging and fulfilling for all pupils, promoting the highest possible standards, and fostering the continuous improvement of the quality of learning offered by the school.
- Accountable to the governing body of the school.

### Accountable for

- The standards, progress and well-being of all pupils and all staff.
- All the resources of the school.

### Key Tasks

#### Overall

- To treat everyone fairly and equitably, with dignity and respect so as to create and maintain a shared school culture and positive climate that motivates pupils, staff and all other members of the school community.
- To nurture all children so that they reach their goals.
- To promote effective relationships with all pupils, staff, governors and parents to enhance the positive image of the school and the development of the education system as a whole.
- To create a culture of high expectations and aspirations that lead to excellent learning and personal development.

#### Leadership and Management

- To ensure that parents, pupils, staff and governors are committed to the school's vision of excellence.
- To ensure that the monitoring and evaluation of the satisfaction levels of pupils and parents is used to improve learning.
- To ensure that the school achieves its curriculum and pastoral aims through the implementation of effective improvement planning.
- Working with other staff and governors, create appropriate policies and procedures that raise standards, especially in reading, writing, mathematics and behaviour.
- To ensure that assessment information is well used by leaders and governors to improve teaching and the curriculum.

#### Governance

- To work with the governing body to enable it to meet its responsibilities and present to it, on a regular basis, an accurate account of the school's performance.
- To provide governors with all the information that they need to do their job well.

## **The Curriculum**

- To secure a broad and balanced curriculum that promotes spiritual, moral, social and cultural learning well and assists pupils in preparing for life in modern Britain.
- To ensure that the curriculum promotes and sustains a thirst for knowledge and understanding and a love of learning.
- To provide a curriculum that promotes high levels of achievement and good behaviour.
- To work with governors to ensure that the statutory requirements for the curriculum are met so that curriculum provision is appropriate and relevant to the needs of all learners, providing equality of learning opportunity for all.

## **HEADTEACHER OF BACON GARTH PRIMARY SCHOOL JOB DESCRIPTION**

### **Behaviour and Safety**

- To be responsible for establishing and maintaining the processes and policy that secure the safeguarding and welfare of every child.
- To secure effective safe-guarding procedures that ensure the safe recruitment of all staff and the safety of all pupils, including in respect of e-safety.
- To establish a positive ethos throughout the school so that pupils take pride in their school, their work and their behaviour and so respect for others and courtesy are the norm.

### **The Quality of Teaching and Learning**

- To recognise good/outstanding teaching and learning and be able to communicate this effectively to all staff and governors.
- To ensure that effective teaching strategies are matched closely to pupils' needs, including the most and least able, providing challenge, progression and high expectations to enable all pupils to achieve at the highest level.
- Ensure effective monitoring and evaluation of the teaching and learning of all cohorts, groups and individual pupils so that they achieve as well as possible.
- To ensure pupils that attract additional funding (SEN and Pupil Premium) achieve as well as their peers in the school and nationally, with similar starting points.
- To ensure that teaching helps to develop a culture of scholastic excellence, where the highest achievement in academic work is recognised, especially when supporting the achievement of the most able.

### **The Achievement of Pupils**

- To ensure that parents and carers are regularly provided with sufficient information to understand how well their children are doing and what they can do to help improve learning.
- Ensure that there are successful strategies for engaging with parents to the benefit of all pupils, including those who find working with the school difficult.

### **Early Years Provision**

- To ensure that highly effective provision contributes well to children's emotional health, safety and well-being.
- To ensure that teaching nurtures, engages and motivates children and is based on accurate assessment of children's learning needs and development so that activities and experiences meet their needs.
- To ensure that all children are well prepared for Year 1 and subsequent education.



# Bacon Garth Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria through the Application or at Interview.

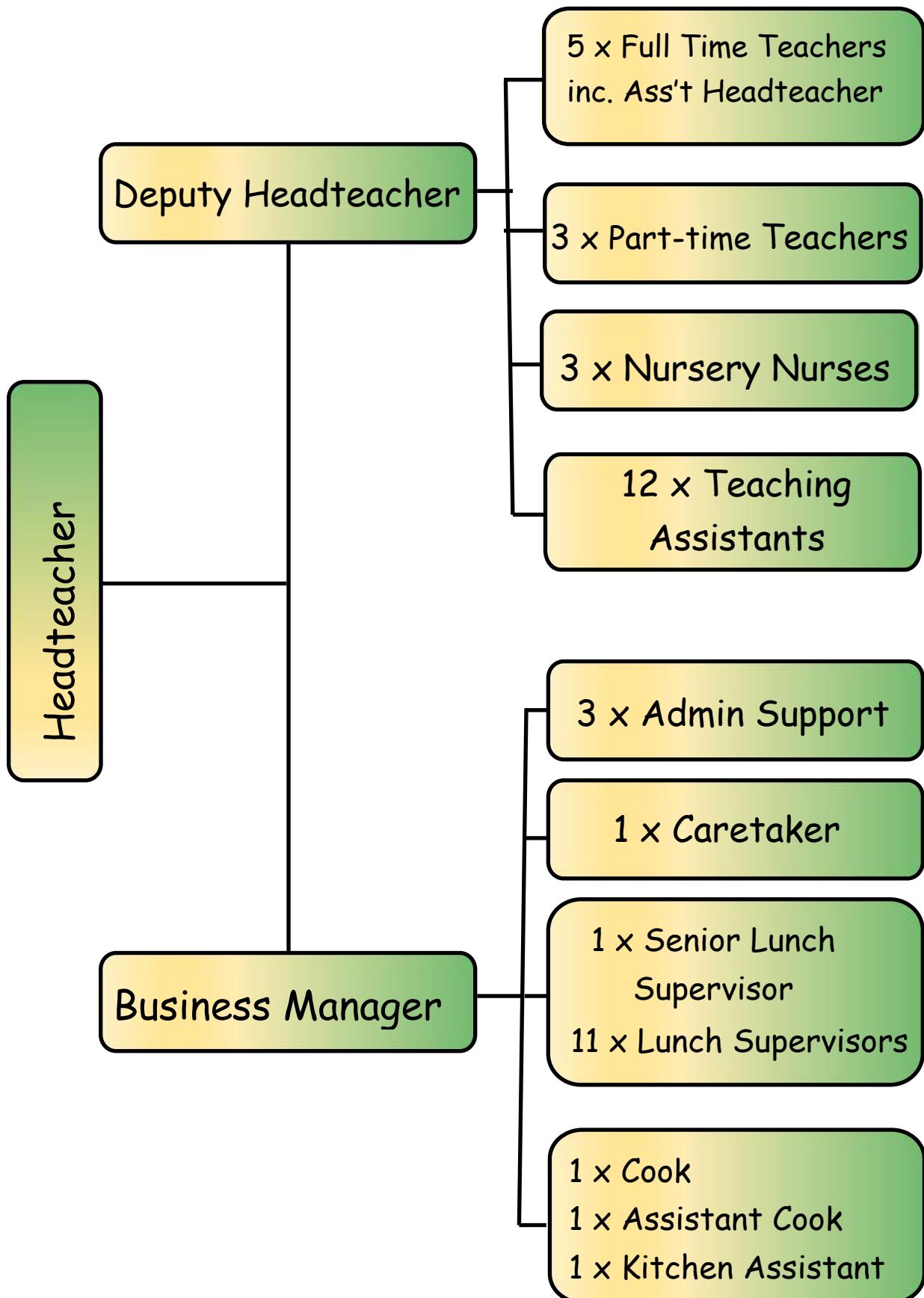
Headteacher Specification		Essential	Desirable	Application	Interview
Qualifications and Experience					
Qualified Teacher Status		E		A	
Has NPQH qualification			D	A	
Recent experience as a senior leader		E		A	I
Qualities & Knowledge					
Knowledge and understanding of the curriculum across the appropriate age range		E		A	I
Demonstrate positive relationships and attitudes towards their pupils and staff, and towards parents, governors and members of the local community		E		A	I
Lead by example driving the strategic leadership, empowering all pupils and staff to excel		E		A	I
Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally		E		A	I
Pupils and Staff					
Encourage ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes		E		A	I
Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being		E		A	I
Create a learning culture within which all staff are motivated and supported to develop their own skills and subject knowledge and to support each other		E		A	I
Develop pupils learning independence and resilience recognising the need for all pupils to enjoy school in order to become confident and enquiring learners		E		A	I
Systems and Processes					
Provide a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.		E		A	I

Headteacher Specification (continued)				Essential	Desirable	Application	Interview
Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.	E		A	I			
Welcome strong governance and actively support the governing body to understand its role and deliver its functions effectively—in particular its functions to set school strategy and hold the headteacher to account for pupil, staff and financial performance	E		A	I			
Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.	E		A	I			
<b>Self-Improving School Systems</b>							
Maintain an outward-facing school which works with other schools and organisations—in a climate of mutual challenge—to champion best practice and secure excellent achievements for all pupils	E		A	I			
Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils	E		A	I			
Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff	E		A	I			
<b>Safeguarding</b>							
Demonstrate a commitment to safeguarding and the welfare of children and young people	E		A	I			
Ability to form and maintain appropriate relationships and personal boundaries	E		A	I			
Emotional resilience in working with challenging behaviours	E		A	I			
Appropriate use of authority and discipline	E		A	I			
<b>In Addition Consider</b>							
Experience across the full primary and early years range	E		A	I			
Can demonstrate at least two years leadership role with proven success of moving projects forward	E		A	I			

This school is committed to safeguarding and promoting the welfare of all children and staff.

The appointment is subject to the receipt of a satisfactory enhanced DBS disclosure.

# Bacon Garth Staffing Structure





# The Recruitment Process

Application forms are available at [www.eastriding.gov.uk/jobs](http://www.eastriding.gov.uk/jobs)

To arrange to visit the school please ring the school office on 01482 849521  
(During February half term, the office will be open on Tuesday & Wednesday)

## Recruitment Timetable

Visits to the School	Week commencing 9th February
Closing Date	Noon on Monday 23rd February
Shortlisting	Thursday 26th February
Interview Letters Sent Out	From Friday 27th February
Interviews	10 <sup>th</sup> & 11 <sup>th</sup> March
Governing body ratification meeting	11 <sup>th</sup> March
Start Date	1st September 2026