

The **GALLERY** TRUST

A community of special schools



**Head Teacher
Candidate Information Pack
April 2025**

Welcome

Thank you for your interest in the role of Head Teacher at Bardwell School.

Bardwell School is a thriving community special school for children aged 2–19 with severe learning difficulties and profound and multiple learning difficulties. Currently, we support 119 pupils, providing them with an inclusive, high-quality education that celebrates their unique abilities and achievements.

At Bardwell, we are passionate about creating an environment where every student receives an outstanding education tailored to their individual needs. Our dedicated staff uphold the highest standards, ensuring that all aspects of our pupils' education are carefully nurtured. Guided by our core values, we take a positive reinforcement approach to behaviour management and deliver learning that is individualised rather than label-led.

About the Role

The Board of Trustees is seeking an inspirational and dynamic Head Teacher to lead and manage Bardwell School. We are looking for:

- A skilled and visionary leader with strong operational and strategic abilities.
- A practitioner with significant leadership experience in special education.
- An individual with a proven track record in school improvement.
- A leader with expertise in SEND and a commitment to inclusive education.

About The Gallery Trust

Bardwell School is proud to be part of The Gallery Trust, a growing Special Needs Multi-Academy Trust committed to enhancing outcomes for SEND learners across Oxfordshire. The Trust has a national reputation for excellence and plays a key role in shaping SEND strategy in the county. Currently, The Gallery Trust oversees six academies, with plans to expand to 8–10 schools over the next five years.

As Head Teacher, you will work closely with the Trust's Executive Teams, who will provide expert guidance and support in areas such as strategic school improvement, finance, HR, and health and safety. This partnership will enable you to focus on what matters most—delivering outstanding teaching and learning, leading a dedicated school community, and driving improvements in SEND education.

Join Us

If you are an ambitious and passionate leader ready to make a meaningful impact at Bardwell School, we would love to hear from you.

On behalf of the Board of Trustees, thank you again for your interest—we look forward to your application.



Chris Scrivener
Chair of Trustees



Kay Willett
Chief Executive Officer

**Head Teacher
Bardwell School, Bicester
Leadership Scale L19 – L25**

The Board of Trustees is seeking to appoint an inspirational and dynamic Head Teacher who will lead Bardwell School through its next period of opportunity, growth and development. Bardwell School is a special academy for 119 students with a wide range of Special Educational Needs and Disabilities. The Academy is a member of The Gallery Trust, an expanding Special Needs Multi Academy Trust dedicated to improving outcomes for SEND learners in Oxfordshire.

The successful candidate will clearly demonstrate:

- The vision and skills to lead and manage the school on a journey of continuous improvement
- Commitment to working in partnership with the CEO, the trust's executive teams, board of trustees, local academy board, staff, parents and carers and key stakeholders to improve outcomes for students, and to ensure all students reach their potential
- Excellent abilities in operational management and strategic thinking
- Substantial leadership experience and recent send experience
- A proven track record in school improvement
- Dedication to the inclusion of students with send in education and society as a whole

The Head Teacher is responsible for strategic and operational leadership of Bardwell School, and will benefit from working collaboratively with the Trust's business and school improvement teams. The Head Teacher is the public face of the school, and provides leadership for staff and students, focussing on the development of teaching and learning, and improving outcomes for learners.

We offer continuing professional development, the prospect of working with skilled and enthusiastic colleagues across our highly successful Trust, and, above all, the opportunity to work with the fantastic students and staff at Bardwell School.

How to apply:

Closing Date for the receipt of completed applications: **9:00am 23 April 2025.**

A 2 day interview process is provisionally scheduled to take place the week beginning 28 April 2025.

If you would like to arrange a visit to Bardwell School before submitting your application please contact Megan Imber, Head of HR, on 07944 901169.

To apply for this post please email application@thegallerytrust.co.uk or call Megan Imber on 07944 901169 to request a candidate information pack. The information can also be downloaded from our website www.thegallerytrust.co.uk.

Please send your completed application form and an accompanying statement of up to 500 words about why you are applying for the post and how your previous experience has prepared you for the role to application@thegallerytrust.co.uk by the deadline.

If you wish to send your application by post please telephone Megan Imber for more information.

The Gallery Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, health clearance, and Enhanced Disclosure and Barring Check. The Gallery Trust is an equal opportunities employer, and we welcome applications from candidates from all ethnic and community backgrounds.



About The Gallery Trust

The Gallery Trust is a Special Multi Academy Trust which is dedicated to improving outcomes for SEND learners in Oxfordshire. We strive to provide the best possible specialist learning experience for all pupils.

Our Strategic Aims

- **Places where innovation drives learning** – our schools have a clear purpose, they educate the whole child and prepare them for adulthood. Everything we do, from our curriculum offer to our pastoral care, is meaningful and driven by the needs of learners.
- **Places where relationships drive engagement and achievement** – our schools are built around exceptional relationships. We provide excellent experiences, growth, and opportunities for pupils and staff, and specialist working environments and resources.
- **Places which provide exceptional knowledge and support** – our schools are supported by a skilled and experienced central team which provides high quality school improvement and central support services.
- **Places which inspire and influence** – our schools are committed to collaborating with our local and national partners and communities to ensure that children and young people with SEND receive the education and opportunities they deserve.

As we enter the next phase of our development and build on our many successes, we want to embrace future challenges and opportunities. The Trust is on a continuing journey of expansion, growing from a Multi Academy Trust based on a single academy in 2013, to its position as the largest Special Trust in Oxfordshire. There are currently seven special academies in the Trust located throughout Oxfordshire, with an additional academy opening in 2026. The Trust also provides Outreach support and training, teacher training and short breaks provision. The Trust's vision is to continue to expand over the next five years, supporting a community of converter academies, free schools and sponsored academies, and providing outreach and other opportunities. All academies collaborate to share SEND expertise and best practice, and work in partnership with peers who are committed to common aims and goals.

The Board of Trustees believes that by providing the support of highly experienced and specialised school improvement and business teams, school leaders are empowered to focus on the standards of teaching and learning, and in meeting the operational and strategic demands of running their schools.



About Bardwell School

Bardwell School is a community special school providing education for children aged 2 to 19 years.

Students learn in class groups where teachers adapt lessons to meet individual needs, ensuring an inclusive and engaging learning environment for all.

The school offers a comprehensive, skills-based curriculum, detailed on its website. This curriculum is supported by thorough assessment processes that guide student learning. Bardwell School also has strong links with community partners, focusing on pathways to adulthood, further education, and employment opportunities.

A key facility at Bardwell School is its hydrotherapy pool. Pupils participate in weekly swimming lessons, while those with physical disabilities or physiotherapy requirements receive additional sessions as needed.

The dedicated team at Bardwell School includes:

- Class teachers and teaching assistants
- Lunchtime supervisors
- Reception, finance, and HR staff
- A site manager and cleaning team
- A pool manager and assistant
- An ICT technician
- A pastoral and safeguarding manager

Additionally, the school runs a highly regarded Short Break service, Branch-Out, led by the Short Breaks Lead and Deputy. This service, supported by a team of play workers, offers after-school clubs, youth clubs, and holiday programs.

Bardwell School thrives on strong partnerships. Parents play a crucial role, as the school values their insights and expertise about their children. The wider multi-professional team includes a Special School Nurse, Speech and Language Therapist, Occupational Therapist, and Physiotherapist. The school also hosts health clinics through its special school nurse provision.



JOB DESCRIPTION

Head Teacher, Bardwell School

Reports to: Chief Executive Officer, The Gallery Trust

Core Purpose

- To work collaboratively with the Trust Executive Teams to support strategic oversight and development, and the operational management of the school.
- To be responsible for the day to day running of the school.
- To articulate to stakeholders the vision, ethos and values of the Gallery Trust through leadership of Bardwell School.
- To be accountable for the progress and achievement of students and the quality of learning and teaching in the school.
- To work in partnership with the Chief Executive Officer and the Trust Executive Teams to implement the agreed policies and practices of the Gallery Trust.
- To ensure a secure and safe learning environment that promotes the welfare of students and staff, and fulfils statutory and Trust policies and practice.
- To fulfil all the professional duties as laid out in the School Teachers Pay and Conditions documents and the National Standards of Excellence for Head Teachers.

Responsibilities

Shaping the Future

The Head Teacher will ensure that their leadership demonstrates commitment to promoting and developing the existing good practice at Bardwell School.

Main Tasks/Actions

- Articulate and promote the school's agreed educational vision and values.
- Share this vision and values with all members of the school community, securing their understanding and commitment and creating a shared culture.
- Translate the vision and values into agreed objectives, ensuring that the school's planning, policies and procedures promote sustained improvement.

Leading Learning and Teaching

The Head Teacher will lead a learning community which promotes positive attitudes to learning amongst students and staff, and achieves excellence across all school activities.

Main Tasks/Actions:

- Demonstrate the principles and practice of effective teaching and learning.

- Ensure a consistent and continuous school wide focus on student achievement which reflects the agreed vision and values, monitoring progress.
- Analyse and use data to inform strategies for improvement.
- Ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive, and effective approaches to learning and teaching, embedded in a culture and ethos of challenge and support where all students engage with learning, have high expectations and can achieve success.
- Implement strategies and practice which achieve standards of behaviour and attendance which reflect the school's expectations.
- Implement an appropriate curriculum which takes account of the needs and aspirations of all students, including the acquisition of skills for independence and independent living.
- Implement an effective assessment framework.
- Monitor, evaluate and review classroom practice and promote improvement strategies.

Developing Self and Working with Others

The Head Teacher's relationships with students, parents/carers and staff should demonstrate a belief in their unique contribution as individuals, valued and respected by all. He/she will recognise and act upon his/her own potential for growth and that of others.

Main Tasks/Actions

- Treat all people fairly, equally and with respect to create and maintain a positive culture in line with the school's agreed vision and values.
- Build a collaborative learning culture within the school community and actively engage with other schools, both within and outside the trust.
- Maintain effective strategies and procedures for staff induction, professional development and appraisal.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, including clear delegation of tasks and responsibilities.
- Develop and maintain a culture of high expectations and aspirations for him/herself and for others, celebrating the achievements of staff and taking appropriate action when performance is unsatisfactory.
- Participate in arrangements for review of his/her performance, reflecting on his/her personal contribution to school achievements and taking account of feedback from others.
- Have regard for the well-being of him/herself and others, managing his/her workload to promote a healthy work-life balance and encouraging and enabling others to do likewise.

Managing the Organisation

In partnership with the Executive Teams, including the Director of Schools, the Head Teacher is responsible for ensuring that key principles and priorities for the school are identified and achieved.

Main Tasks/Actions

- Be responsible for the day to day running of the school.
- Create a structure which reflects the school's values, and enables the management systems and processes to work effectively in line with legal requirements.
- Produce and implement evidence-based improvement plans for the development of the school and its facilities.
- With the Executive Teams, including the Chief Operating Officer and Finance Director, manage the school's financial and human resources effectively and efficiently.
- Recruit, retain and deploy staff appropriately, managing their workload to enable achievement of the vision and goals of the school.
- Manage and organise the school's environment efficiently and effectively to ensure that it meets the needs of the curriculum, health and safety regulations and the school community.

Securing Accountability

The Head Teacher is accountable for the performance of the school and will be supported by the Trust's School Improvement and Business Executive Teams.

Main Tasks/Actions

- Work in partnership with the Trust's Executive Teams, drawing upon the expertise and experience of these stakeholders to support the operational management of the school.
- Work with the Local Academy Board, enabling it to meet its responsibilities by giving objective professional advice and regular accounts of the school's progress.
- Develop systematic and rigorous procedures for school self-evaluation which are appropriate and enable collaboration, sharing knowledge and understanding, celebrating success, and using the outcomes of evaluation to further improve the school.
- Ensure that all available data is used to identify strengths and weaknesses of the school and to inform planning for improvement.
- Ensure that individual staff accountabilities are defined, understood and agreed and are subject to review and evaluation.
- Develop and present a coherent, understandable, and accurate account of the school's performance to a range of audiences and stakeholders

Strengthening Community

The Head Teacher is responsible for communicating the vision of the school and The Gallery Trust to the local and wider community and beyond.

Main Tasks/Actions

- Ensure that effective strategies, systems and support are in place to ensure the safeguarding of children and young people in the school and co-operate and work with relevant agencies for the protection of children.
- Act as the public face and main advocate of the school and the Trust,
- Enable students to develop an understanding of their responsibility to others and provide the means for them to respond positively to this.
- Create and implement positive strategies for promoting understanding that everyone is equal, and in particular for challenging racial and other prejudices and for dealing with harassment.
- Create and maintain an effective partnership with parents and carers to support and improve students' achievement and personal development.
- Seek opportunities to invite stakeholders (parents and carers, community figures, businesses and other organisations) into the school to enhance and enrich the school and its students.
- Engage in dialogue with all stakeholders to build partnership and understanding of shared values, beliefs and responsibilities, reflecting on and taking account of their views.

Other

The range of responsibilities listed above is not exhaustive and is subject to change at the direction of the CEO. This job description is subject to annual review.

The Head Teacher is required to meet the general requirements of the post as specified in the School Teachers' Pay and Conditions Document.

The Gallery Trust is committed to safeguarding and promoting the welfare of children and young people. Head Teachers must ensure that the highest priority is given to safeguarding children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS). Any offer of employment with The Gallery Trust is subject to verification of ID and qualifications, satisfactory evidence of the right to work in the UK, satisfactory references, health clearance and NCTL and Enhanced Disclosure and Barring Check.

The Head Teacher works for The Gallery Trust based at Bardwell School. However, the Trust reserves the right, in exceptional circumstances, to deploy staff to different locations depending on the needs of the overall Trust.

SELECTION CRITERIA
Head Teacher, Bardwell School

	Essential	Desirable
Qualifications	<p>Qualified to work and teach in the UK</p> <p>Qualified Teacher Status (QTS)</p>	NPQH achieved or in progress: Qualified to degree level or equivalent
Experience	<p>Successful leadership and management at a senior level in education</p> <p>Successful teaching experience in a SEND school</p> <p>Experience of having led, at a senior level, significant changes or improvements in a school</p> <p>Extensive knowledge of safeguarding procedures</p>	Successful leadership and management at a senior level in a special school
Strategic Leadership	<p>Ability to provide clear educational vision and direction</p> <p>Ability to inspire and motivate all stakeholders</p> <p>Evidence of developing effective strategies for school improvement</p> <p>Ability to work in partnership with stakeholders</p>	Working at a senior level in school improvement planning
Leading Teaching and Learning	<p>Understand the principles of effective teaching and learning for children with a range of special needs</p> <p>Successful experience of monitoring, evaluating and improving the quality of teaching and learning</p> <p>Understanding the role and impact of assessment</p> <p>Secure knowledge of statutory requirements relating to curriculum and assessment</p> <p>Experience of leading curriculum innovation</p>	
Leading and Managing Staff	<p>Ability to lead, manage and motivate across the school community</p> <p>Ability to establish positive working relationships</p>	Significant experience of taking a lead role in performance management of staff including leading lesson observations

	<p>Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams</p> <p>Successful experience of identifying the need for, and leading, in-service training</p> <p>Experience of dealing with HR issues</p>	
Managing Resources	Ability to manage, monitor and review available resources, ensuring value for money	Successful experience of managing budgets
Personal Skills and Qualities	<p>Strong commitment to raising standards</p> <p>High expectations of self and others</p> <p>Ability to establish and maintain positive relationships, including with parents</p> <p>Ability to remain positive and enthusiastic, including when under pressure</p> <p>Good communication skills</p> <p>Effective computing skills for both teaching and management</p>	

April 2025