



BEDALE CHURCH OF ENGLAND PRIMARY SCHOOL

HEADTEACHER APPLICATION PACK

Bedale Church of England Primary School



Firby Road
Bedale
North Yorkshire DL8 2AT

Headteacher: Mrs Elizabeth Turnbull

School Telephone: 01677 422401
E-mail: admin@bedale-ce.n-yorks.sch.uk

Dear Applicant

January 2026

On behalf of the Governors, I would like to thank you for your interest in the position of Headteacher at Bedale Church of England Primary School.

The Governors and school staff are excited by the prospect of working with a new Headteacher and are committed to supporting the successful applicant once in post. The school wishes to appoint a highly skilled Headteacher to lead our happy and hardworking team. As Headteacher, you will work closely with governors to set the school's future strategic direction and, in doing so, you will demonstrate your commitment to pursuing excellence in every aspect of the life of the school.

The school is proud of its academic and wider achievements and is determined to build upon its existing high standards of teaching and learning in the future. Governors are looking to appoint a Headteacher who can demonstrate:

- Excellent leadership knowledge and skills;
- Ambition for each individual child;
- A positive approach to building on the schools' current strengths
- Willingness to build on the very good established links with the community and church.

The school's new Headteacher will be a leader who is passionate about teaching and learning, an individual who is committed to achieving excellent outcomes for pupils, and someone who will champion the interests of pupils, staff and the local community.

Further information is available on our school website.

You are warmly invited to visit the school; you can find details of who to contact within the pack.

I very much look forward to meeting you and receiving your application.

Yours faithfully

Mrs Jenny Aspinall, Chair of Governors



BEDALE CHURCH OF ENGLAND PRIMARY SCHOOL

We are delighted to welcome you to Bedale Church of England Primary School, situated in the heart of our community. We are a large, friendly school and embrace our vision of Learning and Caring Together, through the core values of perseverance, compassion and friendship.

All staff are committed to our pupils receiving the highest quality teaching and the best care, guidance and support so that all children will reach their full potential. Our mission statement is: 'We will endeavour to raise the achievement and aspirations of every child'. We provide rich and exciting opportunities which enable our pupils to flourish into confident, rounded individuals.

We are guided by Christian values which inspire every aspect of our life in school. Through our curriculum and pastoral care, we promote the Christian values that prepare our children to be active, successful citizens in the modern world. This is based on the greatest Commandments given by Jesus: 'Love the Lord your God with all your heart, all your soul and with all your mind' and to 'love your neighbour as you love yourself.' We learn to love ourselves, each other, our community and our world. We have strong links with St Gregory's Church.

The standards we set are high and we are delighted to say that our school was judged by OFSTED in November 2018 as 'Good' overall and 'Outstanding' in Personal Development, Behaviour and Welfare, and also our Early Years was judged as Outstanding. Our most recent inspection in November 2023 confirmed that the school continues to be judged as 'Good'. We were thrilled with the report we received.

Our outcomes have been consistently above national at all statutory assessment points and this year we were incredibly proud of our year 6 results, which were significantly above national. This reflects our high expectations. Alongside excelling academically, we offer an enriched and fun curriculum which ensures our pupils love coming to school.

We are very proud of our school and believe we have something special to offer. For further details please visit our website.

HEADTEACHER VACANCY

HEADTEACHER OF BEDALE CHURCH OF ENGLAND PRIMARY SCHOOL FULL TIME/PERMANENT LEADERSHIP L14-L20 REQUIRED FOR SEPTEMBER 2026

Governors, staff and pupils are seeking to appoint an experienced, dynamic and compassionate leader to help us build on our successes, lead us through the next phase of our development and ensure that all the pupils and adults in our school continue to flourish.

We are a large friendly school in the town of Bedale, North Yorkshire. We embrace our vision of Learning and Caring Together, through the core values of perseverance, compassion and friendship.

We are committed to appointing a Headteacher who:

- Has excellent leadership, knowledge and skills;
- Has ambition for each individual child;
- Has a positive approach to building on the schools' current strengths;
- Has a willingness to build on the very strong and established links with the community and church.

In return we can offer:

- A happy and caring school community;
- A staff team who work tirelessly to provide the best for their pupils;
- A balanced budget and recent strong inspection outcomes; and
- A governing body fully committed to your professional development

As Bedale CofE Primary School we are committed to ensuring the highest levels of safeguarding and promoting the welfare of children, and we expect all our staff and volunteers to share in this commitment. All offers of employment are subject to an enhanced DBS check and references.

Applicants are welcome to visit the school on the following dates:

Tuesday 3rd February 2026 at 5.00 pm

Wednesday 4th February 2026 at 2.00 pm

Please contact Sara Pennock, School Business Manager at the school to book an appointment.

Closing Date: Friday 13th February 2026.

Shortlisting: Thursday 26th February 2026

Interview Dates: Wednesday 18th and Thursday 19th March 2026

HEADTEACHER JOB DESCRIPTION

The appointment is subject to the current conditions of employment of Headteachers, contained in the School Teacher's Pay and Conditions document and other current educational and employment legislation, including that of the Department for Education, and the terms of the National Society contract. In carrying out his/her duties, the Headteacher shall consult, where appropriate, with the Diocese, Local Authority, the Governing Body, the staff of the school, its pupils and the parents/carers of its pupils.

Reporting to	Chair of Governors
Duration of post	Permanent
Work commitment	Full time
Salary	Leadership scale, L14 – L20
Start date	1 st September 2026
Location	Bedale Church of England Primary School, Bedale
Core Purpose:	<ul style="list-style-type: none"> • Provide effective professional leadership of the school in a way which reflects the school's vision and enables adults and pupils to flourish. • Ensure we continue to provide high quality education and learning for all. • Ensure an inclusive environment for all that promotes safety, care and equality for all. • Work effectively with other services and agencies such as the Diocese and the Local Authority. • Be accountable to the Governing Body, which is the employer. • Lead by example, actively modelling and embedding into all areas of school life, the Christian vision and core Christian values of the school.
The Headteacher will:	<ul style="list-style-type: none"> • Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, governors, the local church and members of the local community. • Lead by example – with integrity, creativity, resilience, and clarity – drawing on their own scholarship, expertise and skills, and that of those around them.

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| | <ul style="list-style-type: none">• Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development that reflects the needs of a Church of England school.• Manage finance and resources effectively to maximise their use and value.• Promote the school's vision, and drive the strategic leadership, empowering all pupils and staff to excel.• Maintain ambitious standards for all pupils in their learning and behaviour, overcoming disadvantages and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.• Support an ambitious and rich curriculum that allows children to thrive and have the opportunity to access various experiences.• Identify strengths of staff and support the development of aspiring leaders.• Hold all staff to account for their professional conduct and practice.• Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity within a Christian context.• Provide a safe, calm, caring 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.• Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, with respect and dignity, supporting staff to improve and valuing excellent practice. |
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	<ul style="list-style-type: none"> • Welcome strong school 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. • 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. • Distribute leadership through the staff team, encouraging colleagues to have distinct roles and responsibilities and to hold each other to account for their decision-making. • Develop effective relationships with fellow professionals, colleagues in other public services, parents/carers and the Church community to improve academic and social outcomes for all pupils. • Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff. • Inspire and influence others - within and beyond the school - to believe in the fundamental importance of education in young people's lives and to promote the value of education.
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The Headteacher will be required to promote and safeguard the welfare of all children and young people within the school, by ensuring that the policies and procedures relating to safeguarding and child protection regulations are fully implemented and followed by all the staff. So that staff, pupils, parents and others feel able to raise concerns and that these concerns are addressed sensitively and effectively.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Headteachers.

Signed.....Date.....

HEADTEACHER PERSON SPECIFICATION

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria through the application/reference/interview or tasks. Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

Qualifications and Training	Essential	Desirable
Qualified Teacher Status.	✓	
Honours Graduate or equivalent.	✓	
Has NPQH qualification.		✓
Further relevant professional study and evidence of continuous professional development and knowledge of the current issues in Education.	✓	
Experience, Knowledge and Skills	Essential	Desirable
Has significant senior leadership and management experience in the primary school sector.	✓	
knowledge of the new Ofsted framework.	✓	
Thorough knowledge of the national curriculum.	✓	
Experience of working with children with behavioural emotional and social needs.	✓	
Experience of working in a Church of England School.		✓
Experience of working with pupils at primary school age.	✓	
Up to date knowledge and understanding of all key stages within the school.	✓	
To have experience of implementing or monitoring safeguarding practice within a school.	✓	
to have experience of inclusive educational practice within a school.	✓	
Personal Qualities	Essential	Desirable
The ability to build, create and then communicate a clear vision for the school.	✓	
The capacity to provide inspirational, enthusiastic and innovative educational leadership.	✓	
An ability to communicate effectively, both orally and in writing, with a range of audience.	✓	
A caring and considerate attitude towards pupils and adults, treating all with dignity and respect and supporting them in such a way that they flourish.	✓	
Flexibility, initiative and drive to maintain a positive attitude in the face of a challenging and demanding job.	✓	

An ability to establish effective working relationships with a wide and diverse range of people including pupils, parents, governors, other professionals, the Diocese and wider community.	✓	
Think analytically and creatively and demonstrate initiative in solving problems.	✓	
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others.	✓	
Safeguarding	Essential	Desirable
Display commitment to the protection and safeguarding of children and young people.	✓	
The ability to form and maintain appropriate relationships and personal boundaries with young people.	✓	
Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people.	✓	
Will co-operate and work with relevant agencies to protect young people.	✓	
Church School Commitment	Essential	Desirable
Commitment to maintaining and developing the Christian vision and values.	✓	



Bedale CE Primary School Vision Tree



School Vision

The most important commandment is 'Love the Lord your God with all your heart, all your soul and with all your mind.'

The second most important commandment is 'Love your neighbour as you love yourself.'



Like branches on a tree, we all grow in different directions yet our roots remain as one.