



Headteacher Application Pack

St Georges Church School

and Nursery



BATH & WELLS
Multi Academy Trust

"That they may have life, life in all its fullness" John 10:10



Headteacher Required Leadership L10 – L16 Permanent, Full-Time



St Georges Church School <i>Pastures Avenue, Weston-Super-Mare, North Somerset</i>	
Key Information:	
NOR: 240 (including the Nursery)	Age Range: 2-11
St Georges has made great progress in recent years and is now ready to continue the journey of improvement towards 'excellence'.	Ofsted outcome: Good in all areas (November 2024)
	SIAMS outcome: Judgement 1 (November 2023)
Are you an experienced senior leader who:	We can offer you:
Is excellent at building relationships with pupils, staff and the parent community	Engaged and motivated pupils who are rightly very proud of their school
Able to drive improvement in an already successful school, using a breadth of evidence to identify strengths and areas for development	An excellent staff team of dedicated professionals who are committed to the school and its community
Strikes an effective balance between strategic leadership and the practical application of initiatives on the ground	An involved and supportive parent community who want the best for their children
Has a strong understanding of distributed leadership, able to support other leaders to be the best versions of themselves	Excellent support from an effective MAT and collaboration with other trust schools
Values collaboration and trust-wide working	High-quality CPD to develop your leadership
For more information and to apply:	
You are warmly invited to visit the school on the following dates:	Friday 5 th September 2025, 9.00–10.00am Tuesday 9 th September 2025, 9.00–10.00am Tuesday 9 th September 2025, 2.00–3.00pm <i>To book a visit to the school, please email Louisa Clark on Louisa.Clark@stgeorges.bwmat.org.</i>
Recruitment Pack:	Bath and Wells Multi Academy Trust - Headteacher and deputy headteacher jobs
Completed applications:	hr@bwmat.org

Closing date: Tuesday 16th September 2025, 12.00pm

Shortlisting date: Thursday 18th September 2025

Interview dates: Wednesday 24th and Friday 26th September 2025

This post will commence in January 2026.

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS and all relevant pre-employment checks.



Bath and Wells Multi Academy Trust

Welcome from our CEO

Dear applicant,

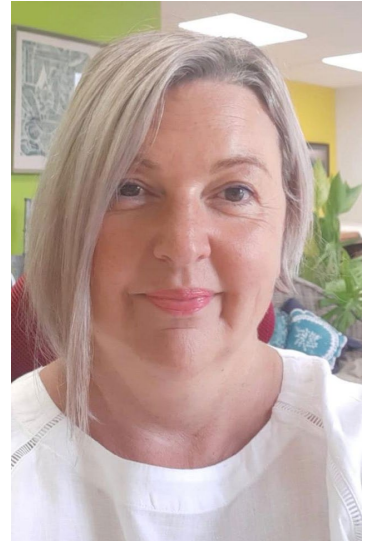
Thank you for your interest in our schools. The Bath and Wells Trust is a family of schools who work closely to support one another in order to deliver the highest quality experiences for our children. Leaders who apply to be part of our trust should be committed to our values, collaboration and working with other schools.

Our driving force is to ensure every school within our Trust provides an excellent education for every child, enhanced by a distinctively Christian ethos. We want to provide every child with an excellent education of the mind, body and spirit through a creative, innovative, engaging curriculum underpinned by the Christian values of kindness, respect, forgiveness, perseverance and love.

We are all striving to be the best version of ourselves. We all have an important role to play in ensuring our BWMAT family positively impacts on the life chances of our children.

I hope that the information provided helps you to see yourself as a leader in our trust.

Nikki Edwards
Chief Executive Offer





Letter from our Chair of Governors

Dear Candidate,

Thank you for your interest in the role of Headteacher at St Georges Church School and Nursery.

The successful candidate will join a very committed team of staff and governors who aim to deliver the best possible education for every child in our school.

Our vision is that with faith and belief we can transform lives – not only in our school but also beyond, in our local and international communities, creating global citizens of the future who are stewards of the Earth. We want all our children to leave St Georges with the knowledge and skills to flourish in life, and the dispositions to help others to flourish as well.

If you feel excited about the prospect of being part of our school community and leading us on the next stage of our journey, then please visit, look around and speak to our staff and pupils. You will be warmly welcomed.

Thank you again for your interest in this role, we look forward to receiving your application.

Best wishes,

Alison Salter
Chair of Trust Local Committee



Key Information

About The Role and Application	
Position	Headteacher of St Georges Church School & Nursery
	Full-time
	Permanent
ISR	L10–L16
Start date	January 2026
Address	Pastures Avenue, Weston-super-Mare, North Somerset BS22 7SA
Phone	01275 440 302
Email	office@stgeorges.bwmat.org
Closing date	Tuesday 16 th September 2025, 12.00pm
Shortlisting date	Thursday 18 th September 2025
Interview dates	Wednesday 24 th and Thursday 26 th September 2025
Completed applications	Please email completed applications to hr@bwmat.org
Arrange a school visit	Louisa.Clark@stgeorges.bwmat.org .
Recruitment Pack	Bath and Wells Multi Academy Trust - Headteacher and deputy headteacher jobs

About the School:		Outcomes 2025 <i>(to be confirmed)</i> :	
Pupil Numbers	240 including Nursery	EYFS GLD	59%
No of Classes	8 including Nursery	Year 1 Phonics	74%
		Year 4 MTC	19.9 average score
% Pupil Premium	19%	KS2 Reading	77% EXS+ 30% GDS
% SEN Support	14%	KS2 Writing	70% EXS+ 17% GDS
% EHCP	3.9%	KS2 Maths	70% EXS+ 10% GDS
% EAL	10%	KS2 Combined	67% EXS+

Staff

Pupil

voice

“ Children and families are at the heart of everything we do. ”

“ Wellbeing for all is prioritised and there's a strong family feel. ”

“ We get to help in decision-making for things that affect us. ”

“ We all work towards a main goal to be the best we can for our children. ”

“ We have lots of fun at St Georges. ”

“ We have a lovely library and book corners so we can enjoy reading books. ”

“ I love making new friends and playing with my friends. ”

“ If someone is hurt, there's always someone to help us. ”

“ The PTFA plan fun things for us, and we get to go on school trips. ”



Job description



Bath & Wells Multi Academy Trust	
Job Title:	Headteacher of St Georges Church School & Nursery
Location:	Pastures Avenue, Weston-super-Mare, North Somerset BS22 7SA
Salary Range:	L10 – L16
Reports To:	Assistant Director of Education and Chair of Trust Local Committee
Full/Part time:	Full-time

The Aim of The Bath & Wells Multi Academy Trust:

To ensure that every school within the Trust provides an outstanding education for every child, rooted in its distinctively Christian ethos.

Bath & Wells Multi Academy Trust Mission Statement:

John 10:10: 'I have come that they may have life, life in all its fullness'

The Bath & Wells Multi Academy Trust's mission is to provide an education which is life-enhancing for every child. We promise an experience which is lovingly inclusive to all pupils.

Job Purpose

The core purpose of the Headteacher is to provide high quality professional leadership and management for the school.

With the Trust Local Committee and the BWMAT Leadership Team, the Headteacher provides vision, leadership and direction for the school and ensures that it is managed and organised to meet its aims and targets. The Headteacher also seeks to secure the commitment of the wider community to the school by developing and maintaining appropriate networks and relationships and, in particular, those that promote the school's Christian ethos.

The Headteacher is accountable to the Trust Local Committee and BWMAT Directors for ensuring the educational success of the school (which includes a nursery) within the overall framework of the BWMAT strategic plan as well as the school's strategic plans. They are responsible for the quality of teaching and learning, the internal organisation, management of the school and for leading and managing staff. They should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for all in all areas of the school's and wider organisation's work.

Main Responsibilities and Duties

The Headteacher shall carry out their professional duties in accordance with the most up to date School Teachers' Pay and Conditions Document (STPCD), National Standards of Excellence for Headteachers and the Burgundy Book, as amended or modified by the Bath & Wells Multi Academy Trust (hereafter referred to as the BWMAT).

The following duties are to be carried out in consultation with as appropriate, the Trust Local Committee, the BWMAT's Board of Directors, BWMAT Central Senior Leadership Team and Central Team, the Diocese of Bath and Wells Officers, the staff and parents.



Strategic Direction and Development

- Develop a strategic view for the school within its Church community, identifying and determining its philosophy, overall aims and targets.
- Create and develop a strategic plan for the school, which is underpinned by sound financial planning and management, identifies priorities and targets aimed at raising achievement and is critical to sustaining school improvement.
- Consult, develop, implement, monitor, review and evaluate policies for the delivery of the overall aims and objectives, ensuring these take account of national and global trends, local and school data, and inspection and research findings.
- Create an ethos which provides a collaborative educational vision of excellence and direction which secures effective teaching and successful learning and achievement for pupils including sustained improvement in their spiritual, moral, cultural, mental and physical development.
- Ensure the commitment of all those involved in the school to its vision, aims and objectives.
- Ensure that the management and organisation of the school supports its vision and aims and objectives.

Learning and Teaching

- Determine, organise and implement a diverse, flexible appropriate curriculum for the school and implement an effective assessment framework.
- Create and maintain an environment and code of behaviour which promotes and secures good teaching, effective learning, high standards of achievement, good behaviour and discipline.
- Secure and sustain effective teaching and learning throughout the school by monitoring and evaluating the standards of learning and teaching, ensuring that appropriate standards of professional performance are established and maintained and that underperformance at all levels is challenged and addressed.
- Assess, monitor and evaluate the curriculum in order to identify and act upon areas for improvement and to develop a personalised learning culture within the school which promotes independent learning.
- Produce and revise, as appropriate, a School Development Plan (SDP) relevant to the needs of the school, the development of the pupils and within the potential resources available to the school.
- Monitor and evaluate the quality of learning and teaching in the school, including for those pupils with special educational needs, using data to support and implement strategies for ensuring inclusion, diversity and access.
- Develop and maintain effective partnerships with parents, carers, the community, other schools, clergy and the local worshipping communities. Extend pupils' learning experiences, their achievement and personal development, by creating effective links with business and industry, and promote outdoor learning through trips, residential visits and related opportunities.
- Participate, to such an extent as may be appropriate, and in consultation with the BWMAT Executive Leadership Team and the schools Trust Local Committee, in the teaching of pupils in the school, including the provision of cover for absent teachers.

Leading, Managing and Deploying Staff

- In consultation with the Trust Local Committee and the BWMAT Leadership Team, take the lead role in the selection and recruitment of the teaching and support staff in seeking to ensure the best available people are appointed.
- Manage the arrangements for the deployment and effective allocation of work to and supervision of all teaching and support staff in the school, to maximise their skills and contribution to the improvement of the quality of the education provided and the standards achieved.

- In accordance with BWMAT policies, implement and sustain effective systems for the effective induction of staff and the management of staff performance, participating in arrangements for the appraisal of own performance and the appraisal and performance management of teaching and support staff as appropriate.
- Lead professional development of the staff by example, ensuring that all staff have access to advice, training and development opportunities appropriate to their needs, including needs identified through performance management systems in accordance with the policies of the Trust Local Committee, the School Development Plan and the BWMAT, as appropriate.
- Ensure that teachers at the school receive information they need in order to carry out their professional duties.
- Ensure that professional duties and conditions of employment as set out in local and national conditions of service, as modified by the BWMAT, for Headteachers, teachers and support staff are fulfilled.
- Develop and maintain a decision-making structure providing opportunities for staff participation and establish channels of communication including the use of formal procedures to solve problems and resolve conflict.
- Foster and maintain relationships with organisations representing teachers and support staff.

Deployment of Resources

- In consultation with the Trust Local Committee and BWMAT Central Team, set appropriate priorities for expenditure, allocate funds and ensure effective administration and management of all resources including staff.
- Ensure the sound financial management of the school in accordance with BWMAT requirements and any overarching regulations
- Make arrangements for the security and effective supervision of the school buildings and their contents and of the school grounds ensuring that such resources are managed to meet the needs of the curriculum and to comply with all relevant Health and Safety Regulations.
- Manage, monitor and review the range, quality, quantity and use of all available resources in order to improve the quality of education, improve pupils' achievements, ensure efficiency and secure value for money.

Accountability

- Be accountable for the efficiency and effectiveness of the school to the Trust Local Committee, BWMAT Directors, and the Diocese of Bath and Wells.
- Fulfil the tenets of the Trust Deed.
- Foster and maintain good community relations by implementing Diocesan policy and liaising with Diocesan officers.
- Comply appropriately with the requirements of the Trust Local Committee and the BWMAT in respect of the strategic management and direction of the school.
- Present a coherent, understandable and accurate account of the school's performance in a form appropriate to a range of audiences including directors, members of the trust local committee, parents and carers, maintaining and providing adequate and appropriate records, statistical data and returns.

Supporting the work of the BWMAT

- Develop and maintain the Christian ethos of the academy so that it is intrinsic and permeates all aspects of the academy's life and curriculum.
- Embed the Christian ethos in all aspects of academy life.
- Develop strong working relationships with BWMAT colleagues and contribute to collaborative working across schools.



Participate in BWMAT activities in order to share best practice, contribute to the development of BWMAT strategies and policies and promote the school and the wider organisation in a local and national context.

Supervision and Management

You will be managed by the Assistant Director of Education and Chair of the Trust Local Committee and will have regular of meetings.

You will carry out the performance and appraisal cycle including Personal Development Plans with employees in the school.

Key Contacts and Relationships

- Central Senior Leadership Team
- Central Team
- School's Trust Local Committee
- BWMAT's Board of Directors
- The Diocese of Bath and Wells
- Headteachers of local secondary schools
- Headteachers of local primary and special schools, particularly those primary schools that are members of the BWMAT
- Early Years providers
- Other services and agencies for children including social care, health care and the police

Working Environment

The majority of the work will take place in the school environment. There will also be some work undertaken off of the school site, including educational visits.



Person specification



Job Title:	Headteacher of St Georges Church School & Nursery
Location:	Pastures Avenue, Weston-super-Mare, North Somerset BS22 7SA

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified teacher status • Recent safeguarding training • Recent experience in senior management within a school • Experience in teaching EYFS/KS1/KS2 • Proven track record of successful collaborative and inspirational leadership, and delivery of learning • Experience in ensuring ambitious standards for all pupils • Experienced in managing others and holding staff to account • Experienced in ensuring a collaborative approach where staff views are shared in bringing about improvement • Experienced in developing rigorous systems for measuring and managing performance • Experience in monitoring and improving the quality of teaching and learning • Experienced in analysing performance data to inform personalised target setting • Demonstrable experience in translating local and national policy into a school context • Experienced in creating, retaining and deploying effective staffing structures • Experience of developing good working relationships with all stakeholders • Evidence of continuous professional development • Experienced in motivating, challenging, inspiring and empowering teams and individuals to achieve high performance 	<ul style="list-style-type: none"> • NPQH • Diocesan pre-headship training • Experience of working in more than one other school • Experienced in managing a variety of curriculum areas • Substantial leadership experience in more than one setting • Experienced in contributing to collaborative activities with partner schools • Experience of overseeing a nursery or EYFS
Knowledge	<ul style="list-style-type: none"> • Knowledge of effective primary practices and effective assessment tools • Knowledge of efficient school governance and able to effectively support the school's Trust Local Committee • Knowledge of best practice / entrepreneurial approaches to school improvement, leadership and governance 	<ul style="list-style-type: none"> • Understanding of community-based learning



	<ul style="list-style-type: none"> Up-to-date knowledge of education, pedagogy, effective classroom management strategies, OFSTED requirements and school systems locally, nationally and globally 	
Skills and Abilities	<ul style="list-style-type: none"> Ability to instil a strong sense of accountability in staff Ability to articulate clear values and moral purpose Ability to lead by example, with integrity, creativity, resilience and clarity Ability to work with political and financial astuteness, with clear principles centred on the school's vision Ability to compellingly communicate the school's vision and drive the strategic leadership, with a proven record of implementing strategies Ability to ensure excellent teaching through an analytical understanding and knowledge of the core features of a successful classroom Ability to establish an "open classroom" culture and sharing of best practice Skilled in creating an environment where staff and pupils are motivated, supported and able to develop Ability to positively support the development and training of staff Ability to oversee and ensure a safe and well-ordered environment, ensuring excellent and fully compliant safeguarding practices Ability to effectively exercise curriculum-led financial planning Ability to work collegiately with other schools and organisations, championing best practice Ability to effectively challenge, inspire and influence others where appropriate Ability to manage own workload and that of others Ability to authentically promote the Christian ethos of the school Ability to lead, manage and successfully implement change Excellent organisational skills Excellent problem-solving skills 	<ul style="list-style-type: none"> Understanding of outdoor learning and the contribution it makes to a child's educational experience



Work-related Personal Requirements	<ul style="list-style-type: none">• Committed to providing an excellent education for all pupils• Reflective, positive attitude and self-critical• Excellent interpersonal and communication skills at all levels• Caring and respectful• Sympathetic to the Christian faith• Committed to supporting the aims of the BWMAT family• Enthusiasm to participate in collaborative activities with other schools across the BWMAT and local community activities.	<ul style="list-style-type: none">• Enthusiastic about outdoor learning
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Vision & Values

Read more at [Bath and Wells Multi Academy Trust - Vision and Values \(bwmat.org\)](https://bwmat.org)



The BWMAT Trust Board has committed to 5 pledges in the Trust’s 2023–2028 Strategic Plan to support our vision and values.



Read more at [Bath and Wells Multi Academy Trust - Strategic Plan 2023-28 \(bwmat.org\)](https://bwmat.org)

BWMAT – Support for Schools

Being part of the BWMAT family means that you get great support from our central team of experts.

School Improvement:

- Our school improvement approach is built on professional dialogue, strong insightful relationships and ambition for all children.
- We know our schools well, with professional conversations detailing and sharing evidence such as pupil, staff and parent voice, data analysis, first-hand feedback including school visits, triangulated with effective quality assurance.
- Through this relationship approach, priorities for continued improvement are collectively identified and owned. A family approach ensures expertise and learning is shared at all levels.
- The [BWMAT Education Strategy](#) clearly articulates a vision for excellence for all schools in the trust family.

HR:

Our HR team provides a bespoke people service for each school, working collaboratively with central team colleagues where appropriate. This includes:

- Maximising your organisational capacity
- Support with school or team restructuring
- Hearing and acting on staff voice
- Advising on best practice for managing staffing issues, performance management and appraisal systems
- HR health check

Finance:

Our finance team supports school leaders with the following areas:

- Preparation of annual budgets and three-year budget forecasts to ensure financial sustainability for schools
- Preparation of monthly management accounts identifying key variances against budget and projected year-end outturn positions
- Presentation of management accounts and budgets to Trust Local Committees
- Use of market leading budgeting software to provide effective budget setting and real-time forecasting
- Support to key stakeholders including office staff, Headteachers and Trust Local Committees
- Support office staff with budgetary spend against budget set.

The central team also provides support with estates management, health and safety, IT, governance and media.

Employee offer

BWMAT recognises the importance of happy and healthy staff. We believe by involving, valuing and supporting staff in looking after their wellbeing that our staff feel a sense of belonging to our organisation.

Health

Eye tests and contributions towards glasses for DSE use.

Wellbeing

Wellness resources (e.g. mindfulness, resilience, work life balance monthly webinars)

Employee Assistance Programme through Education Support. This is available to all employees for free. The service offers confidential expert advice, information and specialist counselling and support 24 hours a day, 365 days a year. Tel: 08000 856 148

Many useful resources available via their website: [Education Support, supporting teachers and education staff](#)

We work with an Occupational Health Provider to provide wellbeing support to staff.



Lifestyle Benefits

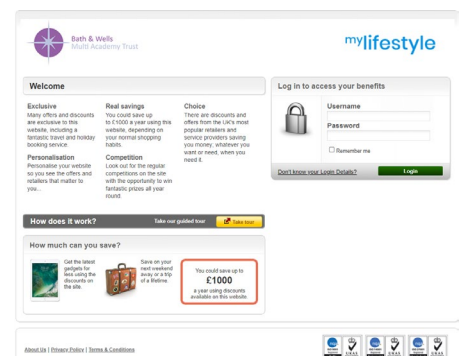
Generous annual leave entitlements for support staff
Annual staff survey and staff listening events – valuing our employees' opinions

Positive relationship with trade unions and professional associations, meeting termly with recognised TU Representatives

An extensive BWMAT benefits platform including:

- Gym discounts
- Retailer discounts
- Dental insurance
- Medical insurance
- Free Will Writing Service

You will be provided with log in details to the benefits platform within your first month of service. The site is found here: <https://www.edenred.uk.com/>



Employee offer

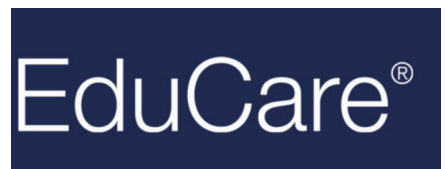
Support

- Parish support – our faith schools have strong connections with their local parishes which are also available to provide support.
- Diocese of Bath and Wells support – information, advice and support is available on all matters related to bereavement. Please contact Louise Jenkins (Education Advisor for Bath and Wells Diocese) on Louise.Jenkins@bathwells.anglican.org
- Trust family – we ensure that every school within the Trust develops its own uniqueness, providing staff with a sense of belonging.



Career and training

- As an NPQ delivery partner, we encourage future leaders to access the official Church of England NPQ programmes.
- A comprehensive programme of induction for senior leaders who are new to the trust
- Leadership conferences for leaders at all levels, enabling and supporting career development
- Regular CPD events for leaders, teachers and support staff that are planned in response to emerging data and trends
- Designated Safeguarding Lead networks with regular training and updates
- SEND networks run and supported by serving SENCOs from across the trust along with central team support
- School Improvement curriculum networks led by internal and external experts, allowing subject leads across the trust to network and share good practice
- ECT training programme with one of our two chosen providers: Five Counties Teaching School Hub Alliance or Pickwick Learning.
- Leading Teachers support from expert teachers across the trust family of schools
- Continuous online learning through our training partner Educare
- Termly HR & Finance Networking events where Business & Office Managers are invited to attend a networking event led by both the Central team Finance & HR
- Apprentice Opportunities



Application process

We hope you find this pack will provide all the information you need in order to consider your application for this post. If, however, you have any further questions please email hr@bwmat.org

To apply please visit <http://www.bwmat.org/vacancies/> for the application form. Once completed, please return the application form with a covering letter of no more than two pages in length.

Please send your application by email to hr@bwmat.org

Privacy notice

You can read our privacy notice for job applicants [here](#)



BWMAT Schools

Our schools

45
schools

1511
staff

9000+
pupils

Not just part of
BWMAT,
they ARE BWMAT!

