



## Primary Phase Recruitment Pack

Primary Maths Lead and  
Class Teacher

BTC TRUST 



## Contents

<b>Welcome from the Headteacher – Primary Phase .....</b>	<b>2</b>
<b>About Bridgwater College Academy .....</b>	<b>3</b>
<b>The Role .....</b>	<b>5</b>
<b>Job Description .....</b>	<b>8</b>
<b>Safeguarding Statement .....</b>	<b>11</b>
<b>Contact Details .....</b>	<b>11</b>

## Welcome from the Headteacher – Primary Phase

Thank you for taking the time to find out more about the role of Primary Maths Lead and Class Teacher here 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 Leadership Team and our secondary colleagues, creating a strong, all-through culture where collaboration and ambition go hand in hand.

This is an exciting point in our journey. We are building rapidly on our strengths, with a clear vision for excellence and a growing sense of momentum across the academy. There is real energy here underpinned by high expectations, strong teamwork, and a deep commitment to ensuring every child leaves us confident, capable, and ready for their next steps.

As Primary Maths Lead and Class Teacher, you will be central to this next phase. You will lead the development of mathematics across the school, shaping a curriculum and classroom practice that secures deep understanding, consistency, and a genuine love of the subject. As a valued member of the wider Primary Leadership Team, you will influence whole-school improvement while continuing to model excellent teaching in your own classroom.

You will not do this alone. You will be supported closely by the Assistant Headteacher for Quality of Education and the Assistant Headteacher for Securing Strong Foundations, ensuring alignment, coaching, and strategic direction. You will also benefit from strong external partnership through the Boolean Maths Hub, giving you access to high-quality professional development, collaborative networks, and the latest evidence-informed practice in mathematics education.

Importantly, we recognise that effective leadership requires time and space. You will have designated weekly leadership time to work alongside colleagues, drive improvement, and embed high-quality practice across the school.

This role offers a genuine opportunity to make a lasting impact. We are looking for someone who is passionate about mathematics, committed to excellence, and ready to lead with clarity, purpose, and enthusiasm. If you are motivated by the chance to shape practice, develop others, and be part of a supportive and ambitious team, we would love to hear from you.

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

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,

A handwritten signature in blue ink that reads '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.

At the heart of this community is 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.

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.

We are proud to serve a diverse and vibrant community, raising aspirations and widening opportunities. Our broad and balanced curriculum is complemented by strong pastoral care and enrichment opportunities, preparing our pupils for life beyond school.

## Our Core Purpose:

**Every Child Achieves**

## BTCT Values:

**Ambitious | Collaborative | 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

<b>Job Title:</b>	Primary Maths Lead and Class Teacher
<b>Responsible to:</b>	Headteacher of Primary
<b>Hours:</b>	Full time
<b>Scale:</b>	MPS/UPS + TLR
<b>Required from:</b>	September 2026

We are seeking a dynamic and dedicated Primary Maths Lead to join our Primary Leadership Team while also delivering high-quality teaching as a class teacher. This is an exciting opportunity to play a key role in shaping the quality of mathematics across the Primary Phase, while contributing to whole-school improvement and maintaining a strong classroom presence.

The successful candidate will take strategic and operational responsibility for mathematics across EYFS to Year 6. You will lead the development of a coherent and ambitious maths curriculum, ensuring progression, consistency, and high expectations in every classroom. You will work closely with colleagues to support planning, teaching, and assessment in mathematics, helping to secure strong subject knowledge and effective pedagogy across the team.

You will use assessment information to identify strengths and areas for development, supporting staff to adapt teaching and close gaps so that all pupils achieve well. A key part of the role will be working to improve outcomes for all learners, including disadvantaged pupils, through targeted support, coaching, and curriculum refinement.

Alongside your leadership responsibilities, you will be an excellent classroom practitioner, modelling high-quality teaching and creating a positive, inclusive learning environment where all pupils can thrive.

As part of the wider Primary Leadership Team, you will contribute to wider school improvement, supporting colleagues, promoting high expectations, and ensuring that our vision, “Every Child Achieves” is realised in practice.

## Who We’re Looking For

We are seeking an individual who can demonstrate:

- Qualified Teacher Status (QTS) and a strong track record of effective classroom practice in the primary phase.
- A passion for mathematics and secure subject knowledge, with the ability to lead and inspire others.
- Experience, or clear potential, to lead a subject and drive improvement across a school.

- Strong understanding of the primary mathematics curriculum and effective teaching approaches.
- The ability to use assessment effectively to inform teaching, identify gaps, and raise pupil outcomes.
- Strong interpersonal and communication skills, with the ability to support, challenge, and develop colleagues.
- A commitment to inclusion, high expectations, and ensuring that every child succeeds in mathematics and beyond.
- Effective communication skills to build strong relationships with staff, pupils, parents, and external partners.
- A commitment to inclusion, high expectations, and ensuring that every child has access to the very best education.

## 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. This role offers the opportunity to make a significant impact in the Primary Phase, while contributing to the wider success of our all-through academy. 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.

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: Thursday 7<sup>th</sup> May 2026, at 11:59pm.**

**Interview date: Tuesday 19<sup>th</sup> May 2026**

## Job Description

### Core Purpose

To provide high-quality teaching and learning as a primary class teacher while leading mathematics across the primary phase. The Maths Lead will work collaboratively with the Assistant Headteacher (Quality of Education), and Assistant Headteacher (Securing Strong Foundations) to ensure the highest standards of curriculum, teaching, assessment, and pupil outcomes in mathematics.

### 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.

#### Teaching and Learning

- Fulfil all responsibilities of a class teacher in line with the Teachers' Standards.
- Deliver high-quality mathematics teaching that models best practice across phases.
- Ensure teaching promotes fluency, reasoning and problem-solving.
- Use formative and summative assessment effectively to support pupil progress.

#### Mathematics Leadership (TLR Responsibility)

- Lead the development, implementation and evaluation of the mathematics curriculum from EYFS to Year 6.
- Ensure clear progression in mathematical knowledge, skills and vocabulary from early years through to Key Stage 2.
- Promote a consistent approach to the teaching of fluency, reasoning, problem-solving and mathematical language.
- Ensure alignment between EYFS provision and Key Stage 1 to secure strong early mathematical foundations.

#### Quality of Education (Mathematics)

- Monitor the quality of mathematics teaching and learning through lesson visits, work scrutiny and pupil voice.
- Analyse attainment and progress data to identify strengths, gaps and priorities.
- Support teachers to deliver high-quality maths lessons that meet the needs of all pupils, including those with SEND and disadvantaged pupils.
- Ensure the mathematics curriculum is ambitious and enables all pupils to achieve well.

#### Staff Development and CPD

- Lead CPD to develop staff subject knowledge and pedagogy in mathematics.
- Provide coaching and mentoring to colleagues across the primary phase.
- Support early career teachers and new staff in delivering mathematics effectively.
- Promote collaboration and sharing of best practice.

#### Assessment and Standards

- Lead assessment and moderation in mathematics across EYFS, KS1 and KS2.
- Ensure accuracy and consistency in teacher assessment.
- Track pupil progress and support timely intervention where needed.

**Behaviour, Attitudes and Personal Development**

- Promote positive attitudes to learning across the curriculum and specifically in mathematics.
- Develop pupils' confidence, resilience and independence in their learning.
- Ensure inclusive classroom practice that supports engagement and success for all pupils.

**Monitoring and Evaluation**

- Evaluate the impact of mathematics provision on pupil outcomes across EYFS to Year 6.
- Report regularly to senior leaders on standards, strengths and areas for development.
- Contribute to whole-school improvement planning.

**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
<b>Safeguarding</b>	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
<b>Qualifications/ Experience</b>	<p>Qualified Teacher Status (QTS)</p> <p>Successful experience teaching in a primary setting (EYFS, KS1 or KS2)</p> <p>Experience of teaching the full primary curriculum.</p> <p>Experience of leading or contributing to a subject area or whole-school initiative.</p> <p>Experience supporting colleagues or sharing good practice.</p>	<p>Evidence of further professional development in mathematics leadership</p> <p>Experience teaching across more than one key stage</p> <p>Experience teaching in EYFS and/or upper KS2</p> <p>Experience of leading mathematics across a key stage or whole school</p> <p>Experience delivering CPD or coaching staff</p>
<b>Knowledge/Skills</b>	<p>Strong subject knowledge in primary mathematics.</p> <p>Secure understanding of progression in maths from EYFS to Year 6.</p> <p>Understanding of fluency, reasoning and problem-solving.</p> <p>Ability to use assessment to inform teaching and improve outcomes</p> <p>Ability to create an inclusive, high-quality learning environment.</p>	<p>Experience with Mastering Number.</p> <p>Familiarity with the NCETM curriculum model and mastery approach.</p> <p>Experience using structured maths schemes or representations to support conceptual understanding.</p> <p>Experience leading assessment and moderation in mathematics</p> <p>Experience analysing whole-school data to drive improvement</p>
<b>Interpersonal Skills</b>	<p>Ability to lead, motivate and support colleagues.</p> <p>Strong communication and organisational skills.</p>	<p>Experience coaching or mentoring colleagues</p> <p>Experience supporting wider school improvement initiatives.</p>

	Reflective, collaborative and committed to professional development.	
--	--	--

**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**

Bridgwater College Academy, Parkway, Bridgwater, TA6 4QY  
01278 727327 | [Bridgwater College Academy Email](#) | [BTC Trust Recruitment Email](#)  
[Bridgwater College Academy Website](#) | [BTC Trust Website](#)