



Primary Phase Recruitment Pack

Primary Class Teacher

BTC TRUST 

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Welcome from the Headteacher – Primary Phase

Thank you for taking the time to find out more about the role of Lower Key Stage 2, Primary Teacher 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 team and our secondary colleagues, creating a strong all-through culture where collaboration, ambition and inclusion go hand in hand.

This is an important point in our journey. Following our recent Ofsted inspection, the academy was placed in Special Measures. While this was a challenging outcome, it has strengthened our determination to secure the very best education for every child. We have a clear improvement strategy, an ambitious vision for the future and a shared commitment to raising standards across the academy.

As a Primary Teacher in Lower Key Stage 2, you will play a key role in this journey. You will join a supportive and dedicated team committed to delivering high-quality teaching, fostering positive relationships and ensuring every child can thrive academically, socially and emotionally. You will support pupils through the important transition from Key Stage 1 to Key Stage 2, helping them develop confidence, independence and a love of learning.

We are looking for a teacher with high expectations for all pupils, a commitment to inclusive practice and a passion for helping children succeed. You will work closely with colleagues, teaching assistants and families to provide an engaging and ambitious curriculum that meets the needs of all learners, including those with SEND.

You will be supported by an experienced leadership team that values professional development, collaboration and staff wellbeing. This role offers a genuine opportunity to make a lasting impact while contributing to the continued improvement and success of our Primary Phase.

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

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.

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. It is located in the Bridgwater North and Central ward, an area facing significant socio-economic challenge. BCA serves a community within the top 5% most deprived areas nationally, where high levels of social housing, economic disadvantage and limited mobility are prevalent. As with many communities experiencing significant socio-economic challenge, some pupils and families face complex barriers that can impact wellbeing, attendance and achievement.

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. Our broad and balanced curriculum is complemented by strong pastoral care and enrichment opportunities, preparing our pupils for life beyond school.

Primary Phase Context	
Number on roll	611 (including nursery)
SEND% (including EHCPs)	36%
Pupil Premium	35%
EAL	22%

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

Job Title: Primary Teacher (0.4 FTE, Lower Key Stage 2)
Responsible to: Headteacher of Primary
Hours: Full time
Scale: MPS/UPS + TLR
Required from: November 2026

We are seeking a dedicated and enthusiastic Primary Teacher to join our Lower Key Stage 2 team. This is an exciting opportunity to make a significant impact on pupils at a crucial stage of their educational journey, supporting their transition from Key Stage 1 and helping them develop the knowledge, skills and confidence needed for future success.

The successful candidate will be committed to delivering high-quality teaching and learning across the curriculum, creating a positive, inclusive and engaging classroom environment where all pupils can thrive. You will have high expectations for every child and be passionate about ensuring that all pupils, regardless of starting point, make strong progress academically, socially and emotionally.

You will use assessment effectively to identify strengths, address misconceptions and adapt teaching to meet the needs of all learners, including pupils with SEND, EAL and other additional needs. Working closely with colleagues, teaching assistants and families, you will contribute to a collaborative culture focused on securing the very best outcomes for pupils.

As a member of the Primary Phase team, you will play a full role in the life of the school, contributing to its continued improvement and helping to ensure that our vision, "Every Child Achieves," is realised in practice. You will embrace our commitment to high expectations, positive relationships and inclusive education, while modelling the values and behaviours that support a thriving learning community.

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 within the primary phase.
- Experience of teaching within Lower Key Stage 2 or Key Stage 2, with a secure understanding of age-related expectations and progression.
- High expectations for all pupils, both academically and behaviourally.
- A strong understanding of adaptive teaching strategies and inclusive practice, including supporting pupils with SEND to access a broad and ambitious curriculum.
- The ability to use assessment effectively to inform planning, identify next steps and secure strong pupil outcomes.

- Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, families and colleagues.
- The ability to work collaboratively with teaching assistants and other professionals to support pupil progress and wellbeing.
- A commitment to safeguarding, inclusion and ensuring every child feels valued, supported and successful.
- Enthusiasm for contributing to the wider life of the school and supporting the academy's vision that Every Child Achieves.
- An understanding of the importance of supporting pupils through the transition from Key Stage 1 into Key Stage 2

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. 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: Monday 28th September 2026

Interview date: Tuesday 6th October 2026

Job Description

Core Purpose

To provide high-quality teaching and learning within Lower Key Stage 2, ensuring all pupils make strong progress across the curriculum and develop the knowledge, skills and attitudes needed for successful learning. The postholder will deliver excellent classroom practice in line with the Teachers' Standards.

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.

1. Set high expectations which inspire, motivate, and challenge pupils

- Establish a positive, safe, and stimulating classroom environment that supports learning and well-being.
- Maintain high expectations of behaviour and learning in all classes covered.

2. Promote good progress and outcomes by pupils

- Promote good progress and outcomes by pupils through high-quality teaching, particularly in early reading, phonics, writing and mathematics.
- Use school planning and assessment frameworks to ensure continuity and progression.
- Provide effective feedback to pupils in line with school policy.

3. Demonstrate good subject and curriculum knowledge

- Demonstrate strong subject and curriculum knowledge, including the Key Stage 2 National Curriculum and mastery approaches in mathematics.
- Maintain up-to-date knowledge of curriculum expectations and adapt teaching appropriately.

4. Plan and teach well-structured lessons

- Plan and teach well-structured lessons that are engaging, progressive and meet the needs of all learners.
- Manage lesson time and resources efficiently to maximise learning.

5. Adapt teaching to respond to the strengths and needs of all pupils

- Adapt activities to ensure inclusion and access for all learners, including those with SEND, EAL, or additional needs.
- Use assessment information to inform teaching and intervention.

6. Make accurate and productive use of assessment

- Make accurate and productive use of assessment to inform teaching and support pupil progress.

7. Manage behaviour effectively to ensure a good and safe learning environment

- Follow the school's behaviour policy consistently to promote positive attitudes and mutual respect.
- Manage classroom routines and transitions smoothly.

8. Fulfil wider professional responsibilities

- Contribute positively to the life and ethos of the school.
- Communicate effectively with colleagues, support staff, and where appropriate, parents.
- Participate in staff meetings, training, and professional development.

9. Relationships

- To be responsible for the supervision of Teaching Assistants working with the class.
- To interact on a professional level with colleagues and seek to establish and maintain productive relationships with them in order to improve the quality of learning and teaching in the school.

10. Appraisal, Review and Professional Development

- To participate in professional growth in accordance with the regulations made for the appraisal of teachers' performance.
- To participate in meetings at the school which relate to the curriculum, administration or organisation of the school, including pastoral matters.
- To participate in arrangements for further training and professional development as a teacher, including undertaking training and professional development as identified in Growing Great Teachers Targets.
- To keep abreast of trends, developments and research in education,

Other Responsibilities

- Foster effective partnerships with parents to support and enhance pupil achievement and development.
- Support assessment and record-keeping procedures as directed.
- Uphold school safeguarding, inclusion, and equality policies at all times.
- Undertake additional responsibilities as deemed reasonable by the Headteacher of Primary.

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
Safeguarding	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
Qualifications/ Experience	Qualified Teacher Status. LKS2 teaching experience. Demonstrates a strong understanding of adaptive teaching strategies to meet the needs of all learners, including pupils with SEND, ensuring access to a broad and ambitious curriculum.	Experience of supporting pupils' successful transition from KS1 into KS2. Experience of planning cross-curricular links. Experience of supporting EAL pupils. Experience of NCETM Maths Mastery. Experience of extra-curricular provision. Experience of using technology to enhance learning.
Knowledge/Skills	Commitment to high expectations for all pupils, both academically and behaviourally. Ability to work collaboratively with teaching assistants and other professionals to support pupil progress and wellbeing.	Understanding of, and commitment to, the principles of the TGMC behaviour ethos, promoting high expectations, positive relationships and consistent approaches to behaviour for learning.
Interpersonal Skills	Ability to lead, motivate and support colleagues. Strong communication and organisational skills. Reflective, collaborative and committed to professional development.	Experience coaching or mentoring colleagues Experience supporting wider school improvement initiatives.

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](#)