



## Recruitment Pack

Senior Assistant  
Headteacher –  
Designated  
Safeguarding Lead

BTC TRUST 

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## **Welcome from the Director of School Improvement**

It is a pleasure to welcome you to Bridgwater College Academy.

Since opening in 2012 as one of the first all-through academies in the Southwest, the academy has established itself as a thriving and ambitious community. Our all-through model, offering education from nursery through to Year 11, provides children with a rare continuity of care and learning, ensuring that the foundations built in our Primary Phase are sustained and strengthened throughout their time with us.

At Bridgwater College Academy, we place great importance on high-quality teaching, strong relationships, and a supportive environment where all pupils are encouraged to achieve their full potential. We are committed to delivering a broad and engaging curriculum, complemented by wider opportunities that support personal development, resilience, and a lifelong love of learning.

Over the past decade, the academy has continued to grow and evolve. We have invested in our facilities, strengthened our curriculum, and developed a culture rooted in collaboration, inclusion, and aspiration. While we are proud of the progress we have made, we remain firmly focused on the future — raising standards, supporting professional development, and ensuring that our provision continues to meet the needs of the children and families we serve.

For colleagues, Bridgwater College Academy offers the opportunity to work within a dedicated, professional, and supportive team. Our all-through structure provides a unique environment in which staff can collaborate across phases, share expertise, and see the long-term impact of their work on pupils' learning, wellbeing, and outcomes.

If you are committed to making a positive difference, working collaboratively, and contributing to a community that values ambition, care, and continuous improvement, Bridgwater College Academy offers a rewarding and purposeful place to learn and work.

Warm regards,

Gregg Mockridge  
**Director of School Improvement**

## About Bridgwater College Academy and Our Vision

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.

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.

The town of Bridgwater 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.

### 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:** Senior Assistant Headteacher – Designated Safeguarding Lead (DSL)  
**Responsible to:** Headteacher  
**Hours:** Full time  
**Scale:** L10 – L14  
**Required from:** Easter 2026

Bridgwater College Academy is seeking to appoint a Senior Assistant Headteacher – Designated Safeguarding Lead (DSL) to join our senior leadership team and take a key role in safeguarding and promoting the welfare of pupils across the academy.

This is a senior leadership position with overall responsibility for safeguarding and child protection. The role combines strategic oversight with day-to-day leadership of safeguarding practice, ensuring statutory responsibilities are met and that safeguarding remains central to academy life.

In this role, you will:

- Provide senior leadership for safeguarding and child protection across the academy
- Hold overall accountability for safeguarding, supported by a wider safeguarding team
- Work closely with the Headteacher, Trust Safeguarding Lead, governors and external partners
- Contribute to a strong safeguarding culture where pupils feel safe, listened to and supported
- Exercise sound professional judgement in complex and sensitive situations
- Provide appropriate professional challenge where safeguarding practice, systems or culture require scrutiny or improvement

This is a demanding but highly rewarding role, offering the opportunity to make a meaningful and lasting difference to children and young people.

## Who We're Looking For

We are looking for an experienced and credible leader who is committed to safeguarding and to the wellbeing and success of every child.

The successful candidate will:

- Qualified Teacher Status (QTS) and a strong track record of leadership within a school or all-through setting.
- Have a strong understanding of safeguarding and child protection within an educational setting
- Be calm, resilient and reflective when working in complex or sensitive situations

- Be able to balance empathy with authority and collaboration with professional challenge
- Value listening to children and promoting inclusion and high aspirations
- Build positive, trusting relationships with pupils, staff, families and external partners
- Be committed to maintaining high standards, accountability and continuous improvement in safeguarding practice
- Share the academy's values and contribute positively to its culture and leadership team

This role would suit someone who is motivated by safeguarding leadership, who understands the responsibility that comes with the role, and who wants to work within a supportive and values-driven academy community.

### **Why Join Us?**

Bridgwater College Academy offers an all-through safeguarding culture with continuity of care, underpinned by a committed and supportive leadership team. The role provides opportunities to influence safeguarding practice at both academy and Trust level, within a values-led environment that places ambition, inclusion, and pupil wellbeing at the heart of everything we do.

### **How to Apply**

For more information and to apply, please visit [BTC Trust Careers Page](#). Informal discussions and visits to the school are warmly encouraged, please contact us to arrange.

**Closing date: Sunday 8<sup>th</sup> February 2026 at 11:59pm**

**Interview date: w/c 9<sup>th</sup> February 2026**

### **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](#)