



HEADTEACHER APPLICATION PACK

Copper Valley Junior and Infant and Nursery Academies



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Are you looking for a new challenge in a new location?

With its hugely diverse landscape Cornwall boasts beautiful rolling countryside and a dramatic coastline that wraps around this county for nearly 300 miles.

With its captivating fishing harbours, spectacular beaches and turquoise sea, Cornwall is the perfect playground for a variety of water sports; and who can forget the famous Cornish pasty and delicious cream teas!

Cornwall has it all!

Bridge Schools Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We welcome applications from all suitably qualified persons regardless of gender, race, religion, disability, sexual orientation or age.





Our School and Community

Dear Applicant,

Bridge Schools Trust is delighted you are interested in the role of Head Teacher at Copper Valley Junior and Infant and Nursery Academies. This is a unique position due to the split site that we formed during COVID. Our Junior children (Years 5 and 6) are based on what was previously the Gunnislake school site and our Infant and Nursery children (plus Years 3 and 4) are based on the site that was previously Delaware school.

Copper Valley Junior and Infant and Nursery Academies has around 160 pupils on roll. This comprises of 90 children in the Juniors and 70 children in the Infant and Nursery school. We are also fortunate to have an Area Resource Base (The ARC), which can accommodate up to 8 children, depending on need. The children enjoy a spectacular setting surrounded by rolling countryside on the edge of Tamar Valley and we actively involve the amazing outdoors in their learning as part of our creative curriculum.

Bridge Schools Trust currently consists of 15 primary schools located within Cornwall and we continue to work closely with other primary schools across the county and into Devon. As the Trust evolves, we are looking to strengthen strategic and operational leadership capacity across our academies.

We need to continue to raise the standards and achievement for our children and every member of staff is committed to working together to provide them with the best start in life, building a wealth of happy memories to draw on!

We aim for every child in our schools to enjoy memorable experiences from a curriculum that is a creativity driven model encouraging children to explore, investigate and collaborate to strengthen and deepen their understanding, resulting in their rapid progress.

We are looking to appoint an inspirational Head Teacher to work at Copper Valley Junior, Infant and Nursery Academies who will lead with confidence and purpose. As a primary practitioner and passionate leader of learning you will have a desire to ensure every child is equipped with the skills for tomorrow's world. You will be motivational, approachable, strategically creative and deep-thinking with the interpersonal skills needed to build strong relationships with pupils, staff, parents, governors and the wider community.

This is an opportunity to work in an inspiring, energetic and friendly atmosphere where you can expect to be supported and stretched in terms of your personal development. You will exercise your strategic thinking to ensure the school continues to move forward and will work closely with other senior leaders within the Trust to develop the school in key areas, using teacher input to maximise outcomes for children.

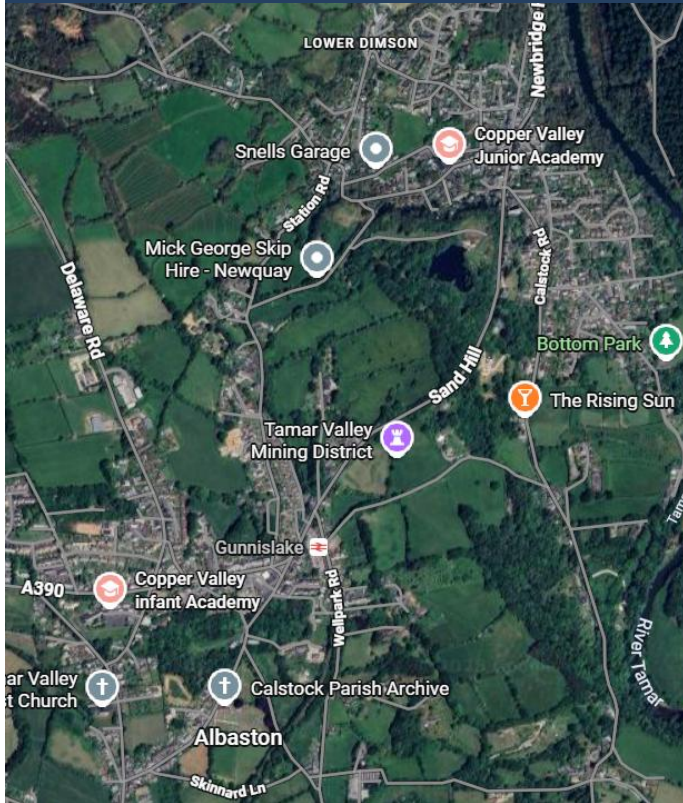
We take our role in improving the aspirations of our children and the ambitions of our staff very seriously. If you are experienced, hardworking, have the ability to develop an effective team and you are confident in your leadership skills then we look forward to receiving your application.

Yours faithfully

Adrian Massey
Chief Executive of Bridge Schools



How To Apply



Job Location:

Copper Valley Infant and Nursery
Drakewalls,
Gunnislake,
Cornwall PL18 9EN

1. Please read this application pack carefully. On page 7 you will find the job description, which lists the key competencies we are looking for.
2. Go to www.bridgeschools.co.uk/vacancies to fill in an online application form. Please note that CVs will not be considered.
3. Please make sure you address the criteria outlined in the competencies (page 7) when writing your personal supporting statement.
4. We highly recommend that you visit our school before applying for the position. To arrange a visit, please call or email Louise Evans-Riley, HR Manager, on 01208 503103 (option 3) levansriley@bridgeschools.co.uk
5. Should you have queries on the application process, please contact Louise Evans-Riley, HR Manager.

Salary:

Competitive salary (to match the skills and experience of the successful candidate)
plus health & wellbeing benefits

Application closing date:

Midnight Wednesday 21st January 2026

Shortlisting:

Thursday 22nd January 2026

Interviews will be held on:

Thursday 5th & Friday 6th February 2026



Our commitment to you

We can offer you

- *A supportive and highly experienced senior leadership team including mentoring and coaching from the Senior Team.*
- *A genuine opportunity to make a difference to the benefit of pupils and their local community.*
- *Support from Bridge Schools Central Business Team including: Trust Operations and IT team, Chief Finance Officer, HR Manager and Premises/H&S Managers.*
- *An exciting, successful, well organised and creative environment in which to work.*
- *A fantastic community of parents and children who deserve the best.*
- *A highly skilled and driven team of friendly teachers and support staff to work with.*
- *Opportunity to be part of a multi-academy trust committed to genuine collaborative working.*
- *We also offer CPD and career development opportunities.*
- *Very supportive and highly committed Governor Hub and Board of Trustees.*
- *Comprehensive Health & Wellbeing support package.*





About Us

Copper Valley Junior, Infant and Nursery Academies are part of a determined community of schools and teams, we know the power of working together. Through central support, individual spirit and a sharing culture, we navigate every challenge to put learning first.

Our Aims

- To be recognised as a Trust of schools with outstanding learning.
- To secure high levels of academic progress.
- To provide a wide range of memorable learning experiences.
- To provide a safe and nurturing environment.
- To promote the Trust's core values: Creativity, Curiosity, Responsibility, Excellence, Enthusiasm and Determination.
- To maintain and develop rigorous Trust wide school improvement programmes to support children and raise achievement.
- To demonstrate ambitious and determined leadership to secure the best outcomes for children.
- To value committed, reflective staff who challenge themselves to be creative and to take risks, enabling outstanding performance.
- To provide continual professional development and promote a well-resourced, high-quality environment. To become the employer of choice.
- Each school to be recognised as a centre of learning excellence leading collaboration on the introduction of innovative approaches, disseminating best practice.
- Successful engagement with parents/carers in the community to support pupil progress, well-being and achievement.
- Effective governance.

Children's ages: **2 - 11**
Current School roll: 160

Our Vision

Stronger Together: A family of schools built on dedication and trust, working together to put learning first.

Our Values

CREATIVITY

We are bold and innovative in our approach to find new solutions to the challenges we face.

CURIOSITY

We are inspired by the awe and wonder of the world.

RESPONSIBILITY

We take responsibility for our actions in an environment of mutual respect.

EXCELLENCE

We are the best we can be.

ENTHUSIASM

We are passionate about learning.

DETERMINATION

We overcome all barriers to reach our potential, developing a capacity to improve further.



Headteacher's Job Description and Competencies

To carry out the professional duties of a Headteacher as set out in the teachers' pay and conditions document.

Candidates must take heed of this information. The criteria below will be used for the basis of short-listing candidates and will be assessed as part of the interview process, with evidence required where you have demonstrated the following:

SKILLS AND CAPABILITIES

Leadership and personal development

- Driving the strategic direction of the school and working collaboratively with all stakeholders to embed this in every aspect of the school community.
- Creating a strategic plan to deliver the Trust/School's vision and empowering staff to support its implementation.
- Developing, motivating and retaining high-quality staff through two-way performance feedback and continuing professional development.
- Partnering with the governing body to ensure that the school provides excellent teaching and raises achievement.
- To identify, support and develop the future staff leaders at the school so that they reach their full potential.

Achieving outcomes in teaching and learning

- Engaging staff to embed a culture of high expectations, to enable each pupil to achieve their potential.
- Leading by example in providing inspirational and creative ways of delivery high-quality teaching and learning.
- Providing support and challenge to the staff to enable pupils of all abilities to learn and raise educational standards.
- Monitoring and evaluating the curriculum and learning outcomes to ensure that it remains relevant, challenging and engaging to pupils at all levels.

Management of resources and school operations

- Prioritising resources and overseeing the operational administration of the school to create an environment for high quality teaching and learning.
- Planning, monitoring and making decisions regarding the school's budget to ensure high educational achievement.
- Interpreting and analysing data and trends to support the continued development of the school and staff performance, taking action where necessary with targeted interventions.

Community

- Ability to create links between school and the local and wider community which enhance the school and enrich the learning experiences of pupils.

Safeguarding

- Demonstrate the ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Demonstrate appropriate behaviour and attitudes towards safeguarding and promoting the welfare of children including the appropriate use of authority and maintaining discipline.
- Demonstrate emotional resilience in working with challenging behaviours.

E&D

- A commitment to equality, diversity and inclusion.

PERSONAL ATTRIBUTES

- Effective communicator who is able to articulate what the Trust/school's vision means for all staff and provides them with clear expectations in order to support its implementation.
- Collaborative leader who is able to motivate the team to deliver in periods of both stability and change.
- Enjoys working with the school community and stakeholders, and puts the pupils' development at the heart of everything they do.
- Is approachable, personable and open to ideas and opinions of how to deliver the Trust/school's vision in new and innovative ways.
- A creative and deep thinker who creates the space to think strategically about the school's development as a centre of excellence.

QUALIFICATIONS AND EXPERIENCE

- A degree and qualified teacher status.
- An experienced Headteacher, Deputy or Assistant Headteacher.
- Experience of working in at least a Good School.
- Experience of leading a school through an Ofsted Inspection ideally to move up a grade.
- Experience of working successfully as part of a senior leadership team.
- Experience of leading a large staff team (currently 57).
- Recent relevant continued professional development.
- Demonstrates personal resilience, employing strategies to manage stress.



Copper Valley Junior, Infant and Nursery Academies

Chapel Street, Gunnislake, Cornwall PL18 9NA
Drakewalls, Gunnislake, Cornwall, PL18 9EN



Curious



Creative



Responsible



Enthusiastic



Excellent



Determined

Bridge Multi-Academy Trust is a company limited by guarantee, registered in England and Wales.

The company registration number is 7736425. It is an exempt charity.

Registered office address: 21 Callywith Gate, Launceston Road, Bodmin, Cornwall, PL31 2RQ

www.bridgeschools.co.uk