



Bridgewater Primary School  
Headteacher Recruitment Pack  
'Together we Learn'

# Welcome Letter from the Chair of Governors



**Dear Applicant,**

Thank you for your interest in the role of Headteacher at Bridgewater Primary School. Bridgewater is a warm, welcoming, and inclusive school at the heart of a vibrant community, and we are proud of the high-quality education, care and opportunities that our children experience every day.

This vacancy arises following the forthcoming retirement of our current Headteacher. We are grateful for her many years of dedicated service and for the strong, sustainable position in which she leaves the school as it looks confidently to the future.

Bridgewater is a large three form entry community primary school, with nursery and wrap around provision. We offer an ambitious and evolving curriculum that fosters curiosity, independence, and a love of learning, complemented by a wide range of enrichment activities and strong partnerships with our local community. Our staff benefit from high quality professional development, including the work of our research teams, which support reflective practice, innovation, and consistent improvement. Our excellent facilities enable ambitious teaching, learning and enrichment across the year groups.

Our most recent inspection recognised outstanding strengths in Early Years, behaviour, and personal development, alongside a good quality of education and good leadership and management. The school is in a strong position, with clear momentum and a sense of optimism about what comes next.

We are seeking a Headteacher who will build on the school's many strengths with a clear, inspiring and forward-thinking vision. Our priorities include protecting our inclusive, nurture-led ethos; sustaining outstanding Early Years provision and strong support for pupils with SEND; and continuing to strengthen academic stretch and depth across the curriculum.

As a school, we are committed to embedding critical thinking into our children to prepare them for the fast-changing world of emerging technologies.

We are equally committed to developing high quality teaching, leadership, and operational support at all levels across the school. Strong, trusting relationships with parents and carers are central to our success, and we are looking for a Headteacher who is visible, approachable, and committed to genuine partnership with the wider community.

The role is offered on the leadership scale L21–L27, with an intended start date of January 2027. We warmly encourage prospective applicants to visit Bridgewater to experience our ethos firsthand and to meet our children and staff.

We look forward to receiving your application.

Simon Mitchell, Chair of Governors

# About Our School



Our provision begins early, with high-quality in-house wrap-around care that supports families from breakfast through to after school and a well-established on-site nursery for 3–4-year-olds. Our on-site kitchen prepares fresh, nutritious meals from scratch every day, reinforcing our commitment to healthy lifestyles and wellbeing.



We are proud of our strong nurture provision, which supports children’s emotional development, resilience and readiness to learn. This includes our Cubbie sensory regulation pod, providing personalised sensory experiences that help pupils manage anxiety, improve focus, and feel calm, safe, and ready to engage in learning.

As an AMEY PFI school, our building and grounds are exceptionally well maintained, offering modern, spacious, and well-resourced facilities. Our extensive outdoor environment includes a dedicated Forest School area, a large pond for pond dipping and environmental study, and generous grounds that encourage exploration, creative and active play. These spaces are central to our curriculum and to hands-on, experimental learning we value.



## About Our School (continued)



Our well-resourced STEM room supports investigative learning, problem-solving, and innovation across the curriculum. Creativity is equally important to us; we have a strong passion for the arts, supported by specialist resources including our own kiln, enabling children to experience high-quality art, design, and ceramics. Sport also plays a significant role in school life, with pupils enjoying a wide range of physical activities and competitive opportunities across our excellent outdoor facilities.



Our school community is strengthened by a highly engaged and supportive Parent Teacher Association, who collaborate closely with us to enrich the curriculum, enhance resources and create memorable experiences for our children.

Bridgewater is a school with strong foundations, a dedicated staff team and a community that cares deeply about its children. We are now seeking a Headteacher who will build on our successes, bring fresh vision and energy, and lead us confidently into the next chapter of our journey.



## Our Aims



**At Bridgewater Primary School we aim to:**

Cultivate a love of learning for life

Have fun embedding new skills and knowledge

Ignite, inspire and challenge all

Nurture creativity, grow confidence and resilience

Become responsible, empathetic global citizens



## Key Facts

School Type	Maintained
Current Headteacher	Mrs Alison Harvey (since Sept 2011)
Pupils on roll	653
Age Range	3–11 years
Number of teaching staff	25.49 FTE
Number of support staff	40.06 FTE
Ofsted	Good (Nov 2024)
Leadership Scale	L21–L27
Pupils eligible for free school meals	6.4%
Pupils with SEND	17.6%
Pupils with EAL	14.7%
Local Authority	West Northamptonshire



# What we are looking for

We are seeking a Headteacher who will build on strong foundations and lead Bridgewater confidently into its next phase. This is a role for an experienced leader who combines warmth with high expectations, sustains our inclusive culture, and strengthens academic stretch and depth across the school.

## You will be right for Bridgewater if you can:

- Set a clear, compelling vision for the future of the school and inspire others through both your personal presence and the quality of key documents and plans.
- Lead with ambition and moral purpose, with a belief that the school can be outstanding in all areas and a practical understanding of how to achieve this.
- Review the school's aims and values with the community, ensuring they remain meaningful and are reflected in daily practice.
- Protect and champion our inclusive, nurture-led ethos, sustaining outstanding Early Years and excellent SEND provision.
- Strengthen curriculum depth across all subjects so that pupils acquire secure key knowledge and achieve well, including at greater depth.
- Develop leadership capacity and succession by enabling others to lead and by building a strong, supportive team culture.
- Communicate with clarity and confidence, using strong presentation skills to bring staff, pupils, parents and governors with you.
- Be open to innovation, including the safe and effective use of technology where it supports learning, staff workload and school improvement.
- Model a culture of continual professional learning, investing in your own development and the development of others.

## Essential skills

- Child-centered and present: approachable, accessible and regularly engaged across the school community.
- Ability to inspire, motivate and empower pupils and staff.
- High emotional intelligence and strong relationship-building with staff and parents.
- Excellent communication and presentation skills.
- Evidence-informed improvement (using assessment information intelligently without creating an overly data-led culture).

# What we can offer

Bridgewater offers an exciting opportunity to lead a thriving community school with a strong culture and excellent facilities. This is a role where you can build on strengths and shape the next stage of an already successful journey.

## You can expect:

- A warm, inclusive ethos where nurture, empathy and kindness are evident in daily practice.
- A healthy financial position and strong demand for places, providing stability and opportunity for strategic development.
- Outstanding Early Years provision and a strong start for children's learning and development.
- Excellent SEND provision, including strong pastoral and nurture support, enabling pupils with SEND to do well.
- Very strong reading and phonics practice, with a whole-school commitment to early reading.
- An ambitious curriculum that encourages a love of learning, supported by a wide range of enrichment and strong community partnerships.
- A culture of professional learning, including research teams and high-quality CPD that supports reflective, evidence-informed practice.
- A well-maintained, well-resourced site and exceptional facilities, including a recently laid MUGA, a dedicated STEM science room, large playing fields, Forest School and outdoor learning areas (including a swale), a cubby room, and plans to redevelop the nursery.
- A committed governing body that will support you, and an established working relationship with the local authority.
- A leadership salary range (L21–L27) that reflects the scale and complexity of the role.



# Job Description



**Post: Headteacher (Bridgewater Primary School, community maintained)**

**Salary: Leadership scale L21–L27**

**Intended start date: 1<sup>st</sup> January 2027**

## Job purpose

To provide inspirational, values-led leadership so that every child achieves well and thrives, academically and personally, within a safe, inclusive and ambitious school community.

## Key responsibilities

### Strategic vision and school improvement

- Set and communicate a clear vision, translating it into an achievable school improvement plan and a culture of high expectations.
- Evaluate performance and improvement priorities using evidence and professional judgement, ensuring impact is sustained.

### Teaching, learning and curriculum

- Secure consistently high-quality teaching and an ambitious, well-sequenced curriculum, with clear key knowledge and increasing depth across subjects.
- Strengthen, stretch and challenge (including greater depth) and lead improvement in mathematics, including confidence and outcomes for girls.

### Safeguarding, inclusion and pupil development

- Maintain an open, positive safeguarding culture and ensure statutory requirements are met.
- Sustain outstanding Early Years and strong SEND provision so that all pupils can access, belong and succeed.

### Leadership and management / people development

- Inspire, develop, and empower staff, building leadership capacity and effective delegation across the school.
- Promote staff wellbeing and professional learning, including continued high-quality CPD and collaborative practice.

# Job Description (continued)

## Communication and community engagement

- Build strong partnerships with parents and carers through strong communication.
- Work effectively with governors, the local authority and external partners to support pupils and school improvement.

## Operational and resource management

- Lead effective and sustainable resources, ensuring best value, compliance and a well-run school environment that supports learning.
- Be open to safe and effective use of technology, including AI (in line with safeguarding requirements, data protection obligations and school policies), where it supports learning, staff workload and operational effectiveness.

## Equal Opportunities statement

The school actively and positively supports and encourages policies, which stress the importance of equality of opportunity irrespective of gender, sexuality, ethnic origin, religious background, or special educational needs.

We aim, through our work, to challenge prejudice and stereotyping to promote mutual respect and tolerance. All pupils should have opportunities to succeed in a caring environment in which they feel valued.

## Safeguarding statement

We recognise that all adults have a full and active part to play in protecting our pupils from harm, and that the child's welfare is our paramount concern. We recognise that safeguarding is everybody's responsibility and that we all need to have "respectful uncertainty," (Lord Laming, 2003), and it is this awareness and understanding that will support us to identify, protect and safeguard children effectively.

This job description and related documents provide the standards and framework for Performance Management Objectives which will be set under the School's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be specific, measurable, achievable, realistic, and time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives, but if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each employee will, if achieved, contribute to the school's plans for improving the school's educational provision and performance and the educational opportunities of pupils at the school.

## Person Specification

Area	Criteria	Essential	Desirable	How Assessed
<b>Qualifications &amp; Training</b>	Qualified Teacher Status (QTS)	✓		Application
	Degree Level Qualification	✓		Application
	Up-to-date safeguarding/child protection training	✓		Application/ Interview
	NPQH or equivalent leadership qualification		✓	Application
<b>Leadership &amp; Management Experience</b>	Evidence of sustained professional development in leadership	✓		Application/ Interview
	Successful senior leadership experience in a primary school	✓		Application/ Interview/ References
	Experience in a large or complex school setting		✓	Application/ Interview
	Proven ability to lead whole school improvement	✓		Application/ Interview
<b>Strategic Vision &amp; School Improvement</b>	Ability to articulate and deliver a clear, ambitious vision	✓		Application/ Interview
	Strong understanding of data and assessment to drive improvement	✓		Application/ Interview
	Ability to evaluate school performance and implement improvement strategies	✓		Interview
<b>Teaching, Learning &amp; Curriculum</b>	Deep understanding of high-quality teaching and learning	✓		Application/ Interview
<b>Safeguarding, Inclusion &amp; Pupil Development</b>	Strong commitment to safeguarding and child protection	✓		Application/ Interview
	Ability to create a safe, nurturing, inclusive environment	✓		Interview
	Understanding of effective behaviour systems	✓		Interview
	Experience working with families and external agencies	✓		Application/ Interview
	Commitment to equality, diversity, and inclusion	✓		Interview
<b>People Management &amp; Staff Development</b>	Ability to inspire, motivate and empower staff	✓		Interview/ References
	Experience developing leadership capacity	✓		Interview
	Commitment to staff wellbeing and workload management	✓		Interview
	Strong interpersonal skills and ability to hold difficult conversations	✓		Interview

## Person Specification (continued)

Area	Criteria	Essential	Desirable	How Assessed
<b>Operational &amp; Resource Management</b>	Understanding of school finance and resource allocation	✓		Application/ Interview
	Knowledge of statutory requirements (H&S, GDPR, HR, safeguarding)	✓		Application/ Interview
<b>Communication &amp; Community Engagement</b>	Excellent written and verbal communication skills	✓		Application/ Interview
	Ability to build strong relationships with pupils, families, staff, and governors	✓		Interview/ References
	Ability to represent the school positively in the community	✓		Interview
<b>Personal Qualities</b>	Integrity, emotional intelligence, and resilience	✓		Interview/ References
	Warmth, approachability, and ability to inspire confidence	✓		Interview
	Reflective, open-minded, and committed to improvement	✓		Interview



# Important Information

**Salary:** L21-L27

**Contract:** Permanent

**Start Date:** 1<sup>st</sup> January 2027

**School Visits:** We strongly encourage prospective candidates to visit the school. Please contact the school office to arrange a visit:

- Telephone: 01604 637056
- Email: [bursar@bridgewater-pri.northants-ecl.gov.uk](mailto:bursar@bridgewater-pri.northants-ecl.gov.uk)

## **Application Process:**

- Application deadline: 20<sup>th</sup> May 2026
- Interviews: w/c 8<sup>th</sup> June 2026

**How to apply:** Please apply via My New Term.

We are unable to accept CV applications or applications from agencies.

Once the closing date has been reached all applications will be reviewed. The candidates who best demonstrate the skills listed in the person specification in their application will be invited to interview.

Bridgewater Primary School reserves the right not to progress candidates to the next stage of the process, or not to appoint to the role if candidates fail to demonstrate the essential criteria in the specification.

Applicants from overseas are advised to obtain an overseas criminal check before they apply as the post is in the education sector.



# Important Information (continued)

## **Equal Opportunities:**

Bridgewater Primary School welcomes applications from all individuals regardless of age, disability, gender identity, or expression, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We value the unique contributions that a diverse workforce brings and are dedicated to ensuring equal opportunity for all staff and pupils.

## **Safeguarding and DBS Clearance**

All new staff will be fully supported to demonstrate understanding and effective practice of safeguarding and rigorous checking procedures are in place for all employees.

In line with our school safeguarding policy, all appointments are subject to an enhanced Disclosure and Barring Service (DBS) check. The successful applicant will also be expected to complete a medical questionnaire.

As part of our safeguarding process, recommended by Keeping Children Safe in Education Publication Sept 2022, the school reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.

In line with the governments code of practice for workers in the public sector (Nov 2016) applicants in a customer-facing role must be able to speak English fluently.

Bridgewater Primary School

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