



Head of  
Early Years

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## Candidate Booklet for Bridgewater School

Providing independent education for boys and girls aged 3-18 years since 1950

As a family-focused school providing independent education for boys and girls aged 3 to 18 years, nurturing individuality lies at the heart of everything we do.

Our aim is to encourage all pupils to grow and become learners for life. We want our students to become happy, fully-rounded individuals who take pride in their achievements, attaining their full potential in every aspect of school life.

A vision facilitated by our thriving school community where parents and teachers work together to provide pupils with all the guidance, support and encouragement needed to succeed.

This mutually rewarding partnership between school and home is one which has reaped spectacularly pleasing rewards for pupils and parents over successive generations.

Our parents are well-represented on our current governing body which is committed to retaining the original family ethos upon which the school was established in 1950.

Although the scale and academic stature of the school have grown alongside our buildings and facilities, we are still small enough to know each young person by name and develop a true understanding of their needs and abilities.

We are committed to a programme of continuous development and improvement and the school governors, staff and pupils all share a real sense of excitement about our recent accomplishments and Bridgewater's future.

This position offers an outstanding opportunity for an exceptional professional who is well motivated, eager to participate and support the wider aspects of school life and has the desire to work in a school with traditional values – in other words an exciting environment in which to teach.

I wish you all the very best with your application and hope to welcome you into our vibrant, diverse and dynamic community here at Bridgewater School.

MRS JUDY NAIRN  
HEAD TEACHER





“To encourage all pupils to grow and become learners for life in a caring, family school where quality work and endeavour is celebrated and pride is shared in personal, individual and group achievement. To develop pupils’ spiritual, moral, social and cultural understanding and to learn sensitivity to each other’s needs and the needs of the world outside school.”

### AIMS

1. To provide an aspirational and challenging environment where each student is encouraged to take responsibility for their own learning to achieve their personal best
2. To help our students to develop confidence, personal integrity and a sense of responsibility for others in a tolerant community which respects fundamental British values
3. To help our students become well-balanced individuals by setting the highest academic, creative and physical challenges and embracing the importance of a broad range of interests
4. To produce resilient young people who will flourish as adults by developing the ability to learn from life.



Ever since the school's inception in 1950, our family ethos has ensured that every young person is treated very much as an individual.

Bridgewater School was founded in 1950 by a group of parents with a shared vision. Its story over the past seventy years has been one of great success and it is the school's original and unchanging standards of endeavour, personal discipline and excellence which have enabled the school to flourish in such an outstanding way.

Today, Bridgewater School provides independent education across the whole schooling age range in an inspirational setting that is inclusive, stimulating and totally focused on achieving every pupil's individual goals.

There are four areas of our school, providing independent education to 490 pupils aged between 3 and 18 years across the same site. Whilst each section is distinct, they each blend seamlessly into our special Bridgewater family:

- Kindergarten and Reception (3-5 years)
- Preparatory (5-11 years)
- Seniors (11-16 years)
- Sixth Form (16-18 years)

Located in the semi-rural setting of Worsley, Greater Manchester, Bridgewater provides education to students from a wide social, cultural and economic background, reflecting the diverse community within which we are based.

The school itself offers an inspirational environment in which to teach. Set within four acres of woodland, Bridgewater offers dynamic opportunities in learning, sport and extra-curricular activities, and a cohesive, supportive atmosphere for all staff.

Over the last 20 years the School has invested many millions of pounds in improving its facilities that complement the neo-Elizabethan house which is at the heart of our site. This has included: new Preparatory building, new Senior School building with specialist laboratories, classrooms, cloakrooms, library and ICT facilities, a state of the art sports complex together with a combined drama studio and lecture theatre plus new purpose built EYFS unit.





We believe that individuals count. So we are interested in what makes us all different. Not just what makes us the same.

Our students are successful and achieve their personal best because they study a broad and challenging curriculum in a stable, happy and reassuring environment.

Strong emphasis is placed on achievement and the celebration of success in all areas of school life.

We also give pupils the opportunity to discover previously undiscovered talents both within and beyond the classroom through a wonderfully varied extra-curricular programme.

A programme designed to enrich their experiences and enhance their personal development, providing everyone with the chance to participate and pursue their passions in enjoyable group activities whilst growing into a unique individual.

Students' experiences are further enriched by an eclectic array of visits and international trips including sporting and cultural tours together with the opportunity for wider travel to such places as Iceland and the USA.

Championing and supporting others is integral to everything we do. Learning sensitivity to each other's needs and those of the world outside school is vital and students are encouraged to look outside of our own community and into the wider world that they will experience as adults.

Charitable fundraising forms a key part of extra-curricular activity at Bridgewater and involves the whole school community, with participation from both staff and students throughout the school.

This outwardly focused approach to education engenders high standards of behaviour and self-discipline amongst pupils as well as building a mature awareness of their personal and social responsibilities.

The result is a vibrant community where teams, choirs and ensembles can flourish, thrive and travel, learning together and achieving together.



At Bridgewater School we provide a positive, open and transparent working environment that recognises, rewards and reinforces behaviour and performance.

Maintaining and enhancing a high standard of staff welfare and professional development is integral to our approach to education, where endeavour is celebrated and sense of community shared amongst both teaching and support staff.

We are proud to operate a Continuous Professional Development Programme that enhances teaching and learning, supported by effective monitoring and sharing of good practice.

Staff are recognised and rewarded with competitive financial packages and the position offers an attractive salary in line with individual excellence and experience.

### Additional benefits of teaching at Bridgewater School include:

- Pension Scheme
- Reduction on school fees
- Personal development training opportunities
- Cycle to Work Scheme
- Free on-site parking
- Annual flu immunisation
- Free wraparound care
- Family friendly policies
- Positive working environment
- Induction support and personal development
- Support for staff and their families and childcare arrangements
- Full induction for ECTs.







Developing individuals,  
achieving together.

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A thriving Independent Day School for boys and girls, 3-18 years.

Required for September 2024:

### HEAD OF EARLY YEARS AND RECEPTION TEACHER

Bridgewater School is seeking to appoint an energetic, highly motivated and passionate Early Years Practitioner. Applicants should be team players who bring a genuine love of teaching and learning and a commitment to pupil wellbeing and wider school life. The successful candidate will work with the Head of Prep and Head Teacher ensuring that our Early Years Department is an integral and valued member of the Prep Department and whole school.

Applicants should be qualified teachers and have experience of working within the Early Years Foundation Stage. The successful candidate will show a genuine commitment to creating inspiring and stimulating child-centred learning environments. Candidates should be committed to ongoing school improvement and feel comfortable in a climate of progression and innovative development. This is a rare opportunity to take on the leadership of this key department in our school.

The distinctive Bridgewater ethos is values-led. Compassion and good relationships underpin all of our practices, and the successful candidate will join a team of hard-working and dedicated colleagues. The school has a positive working environment with well-motivated pupils and supportive parents in a culture where everyone is valued.

The successful applicant will contribute to the wide range of extra-curricular activities within the school and educational visits.

Candidates are welcome to contact via email the Head Teacher, Mrs Judy Nairn, [nairnj@bwslive.co.uk](mailto:nairnj@bwslive.co.uk) or the Head of the Prep Department, Mr Matt Rooney, [rooneym@bwslive.co.uk](mailto:rooneym@bwslive.co.uk) to arrange an informal discussion concerning the post.

Bridgewater School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

**CLOSING DATE: Midnight Thursday 1<sup>st</sup> February 2024**

**INTERVIEWS: Week commencing 5<sup>th</sup> February 2024**



## The Early Years Foundation Stage at Bridgewater School

The Early Years is an integral part of the Prep Department and consists of five fully committed and highly qualified practitioners including two experienced teachers who lead the Kindergarten and Reception class learning.

The EYFS team work closely together, creating a collaborative and mutually supportive atmosphere. There are two dedicated and fully equipped classrooms with a shared cloak area and toilets. The EYFS also benefits from a designated play area that boasts a plethora of play resources and a canopy which ensures outdoor learning for our pupils in all weathers.

The seven areas of learning are an integral part of the curriculum, which is a significant strength of the department. The themes and topics within the curriculum are inspired by the children's interests, stimulating excitement and enthusiasm for all our pupils. Our curriculum is underpinned by specialised music, P.E. and computer teaching, provided by our Prep support teachers.

Regular assessment is a key factor in the successful learning process of our Early Years pupils. Tapestry and Wellcom are essential tools for our teaching staff as they plot an individual learning path for each child.

All these factors contribute to our pupils developing a sense of self in a safe, friendly place that gives them the confidence and space to fully express themselves as individuals and as part of a successful and thriving school.



From 1 September 2024, we are seeking to appoint a dynamic leader of our thriving Early Years Foundation Stage. The successful applicant will have the ability to inspire our committed team of Early Years practitioners and nurture a love of learning within our youngest pupils.

We want a passionate teacher who will bring a genuine love of teaching and learning to the Early Years Department. The appropriate candidate for this post will be self-motivated, have excellent interpersonal skills and a track record of creating inspiring and stimulating child-centred learning experiences.

- To provide leadership, direction and management to ensure continued and sustained development of the Foundation Stage
- To share in and support the leadership of the Prep Department
- To help lead the Prep Department in the policies and practices of continuous improvement and staff development in relation to the Early Years Foundation Stage.

### Main duties:

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| <ul style="list-style-type: none"><li>• To become the Reception class teacher</li><li>• To take overall responsibility for the quality and standards of teaching and learning across the Foundation Stage; this includes providing analysis and reports to the Head Teacher and Head of Prep, as required</li><li>• To keep up to date with current developments in teaching and learning which will continue the improvement and progression of the Early Years Foundation Stage and to share this information with staff</li></ul> | <ul style="list-style-type: none"><li>• To help formulate the aims and objectives of the Early Years Foundation Stage policies for their implementation</li><li>• To play a major role in the continued development of high quality teaching and learning within the Early Years Foundation Stage to include the monitoring of curriculum planning and the giving of advice and feedback, as well as assisting colleagues with the planning and delivery of a differentiated curriculum</li></ul> |
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- To lead the Early Years Foundation team in the delivery of a creative and stimulating curriculum
- To seek ways of sharing good practice in the Early Years Foundation Stage and to ensure dialogue about teaching and learning amongst staff
- To ensure that the requirements of the Early Years Foundation Stage, including arrangements for assessment and moderation, are met
- To promote a strong partnership with parents ensuring that positive relationships are actively promoted
- To ensure parents are well informed about the Early Years Foundation Stage curriculum as well as their child's progress and potential areas for development
- To oversee the completion of all Risk Assessments, including both on site and off site visits
- To lead weekly Early Years Foundation Stage meetings and ensure effective communication with staff
- To ensure transition into Key Stage 1 is smooth, liaising with Prep I staff and ensuring that the children are prepared for Key Stage 1 expectations
- To build strong links with all relevant nurseries
- Overall responsibility for inspection preparation for all aspects of Early Years Foundation Stage, liaising with the Head of the Prep Department.



*The job description and specific duties outlined are subject to annual regular review and may, after discussion, be amended.*

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status with experience of teaching in the Early Years Foundation Stage</li> <li>• The ability to provide creative and stimulating teaching strategies which engage and motivate pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Early Years Professional Status</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• A clear understanding of child development and how this contributes to teaching strategies and learning styles</li> <li>• Up to date knowledge of safeguarding in line with Keeping Children Safe in Education, with experience of implementation in an Early Years setting</li> <li>• Experience of leading a team of staff</li> <li>• Knowledge of up to date curriculum initiatives and teaching approaches from age 3-7 years</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with external professionals</li> <li>• Experience of Early Years Foundation Stage (EYFS) assessment, observations, planning and training</li> <li>• Knowledge and experience of the WellComm Assessment System</li> </ul>
Skills, Knowledge and Curriculum	<ul style="list-style-type: none"> <li>• An ability to identify problem areas and suggest appropriate measures for improvement</li> <li>• An understanding of professional development opportunities for EYFS</li> <li>• An ability to maintain consistently high standards and ensure quality of teaching</li> <li>• An ability to promote and sustain high standards for pupils</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid training</li> <li>• Experience of working with pupils with SEND and pupils with emotional and behavioural difficulties</li> <li>• Experience of 'Tapestry' journals</li> <li>• Working knowledge of the EYFS Statutory Framework</li> <li>• Experience in a Primary or Early Years leadership role</li> <li>• Experience of involvement in marketing and admissions</li> <li>• Experience with White Rose Maths, Literacy Curriculum, Forest School, EYFS Framework</li> <li>• A secure understanding of the teaching of Systematic Synthetic Phonics (SSP)</li> <li>• Experience of a rigorous, systematic and integrated approach to SSP working with EYFS, Prep I and II classes</li> </ul>



	Essential	Desirable
Relationships	<ul style="list-style-type: none"><li>• A personality that inspires confidence in pupils, parents and staff to trust in Bridgewater as a family school of choice</li><li>• Confidence, character and capability to attract and retain pupils, staff and families who want the highest standards of education</li><li>• Effective communication skills both in person and digital context</li></ul>	



Candidates are welcome to contact the Head Teacher, Mrs Nairn, or Head of the Prep Department, Mr Rooney, for an informal discussion about the post.

The **deadline** for receipt of applications is midnight on **Thursday 1<sup>st</sup> February 2024**.

To apply, candidates should complete the school's application form. Full details may be obtained from our website or from the Head's PA, Andrea Johnson, telephone number 0161 794 1463 or email [johnsona@bwslive.co.uk](mailto:johnsona@bwslive.co.uk)

The process is as follows:

- All applications will be acknowledged by email. If a candidate has not received acknowledgement that his or her application has been received within two working days of sending it, applicants should please contact Andrea Johnson, as above.
- **Interviews** will take place at the school week commencing **5<sup>th</sup> February 2024**.



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