

Blaydon West Primary School

'High Quality Teaching and Learning for all'

Head Teacher Recruitment Applicant Pack



Education, Schools and Inclusion
Gateshead

 **Gateshead
Council**

Dear Applicant,

Thank you for your interest in the position of Headteacher at Blaydon West Primary School.

Blaydon West is a friendly, nurturing school where children grow into confident, caring and articulate individuals, reaching their full potential in a supportive and inclusive environment. At the heart of our school is a commitment to ensuring that every child feels happy, valued and successful.

We are proud of our strong community ethos and our dedication to providing high-quality teaching and learning for all. Our curriculum encourages children to become **aspirational, resilient, inquisitive, and independent** learners, preparing them not only for the next stage of their education but also for life beyond school.

Staff, governors, and families work closely together to ensure that children thrive academically, socially, and personally. Visitors to our school frequently comment on the welcoming atmosphere, the positive relationships across the school community, and the enthusiasm shown by our pupils.

Due to the retirement of our current Headteacher, the Governing Body is seeking an exceptional leader who can build upon our many strengths while guiding the school confidently into its next chapter. We are looking for someone who will champion every child, inspire staff, and continue to foster our culture of inclusion, ambition, and excellence.

It's an exciting time to join Blaydon West Primary School. With the completion of a new school building anticipated in 2028, the successful Headteacher will play a pivotal role in leading the school through a period of significant opportunity and transformation. This landmark investment is expected to provide a unique chance to shape not only the learning environment but also the future vision of the school, ensuring that Blaydon West continues to deliver the very best outcomes for its children and community.

We warmly encourage you to visit the school and experience first-hand what makes Blaydon West such a special place to learn and work. Visits may be arranged through the school office and will not form part of the formal recruitment process.

Thank you for considering this exciting opportunity. We look forward to receiving your application.

Yours sincerely

Chris Robson

Chair of Governors

For and on behalf of the Governing Body of Blaydon West Primary School

Our Ethos and Vision

At Blaydon West Primary School, we strive to provide high-quality teaching and learning for all within a supportive, stimulating and happy environment, enabling everyone to achieve their full potential both academically and personally.

We aim to promote the intellectual, physical, personal, social, emotional, spiritual, moral and cultural development of all pupils and prepare them for the opportunities, responsibilities and experiences of life.

In partnership with parents and carers, we encourage our pupils to develop lively, enquiring minds, think creatively and critically, solve problems, make informed choices and become responsible, caring citizens.

Our Curriculum Drivers

Our curriculum is designed to build and sustain knowledge while developing the skills and attributes children need to succeed in the modern world.

The curriculum is underpinned by four key drivers:

Aspiration

Encouraging children to have high expectations of themselves, take pride in their achievements and strive to be the very best they can be.

Resilience

Developing the confidence and determination to overcome challenges, take risks and learn from experience.

Inquisitiveness

Fostering curiosity about the world, encouraging questioning, investigation and a love of learning.

Independence

Equipping children with the confidence, perseverance and life skills needed to become resourceful and responsible learners.

For a wealth of information about our school and the latest newsletters please visit our website

www.blaydonwestprimary.org



Thoughts from

The children of Blaydon West Primary School would like their new Headteacher to be someone who:

- **Is kind, friendly and caring** to all children, staff and families.
- **Makes everyone feel welcome**, especially new children joining the school.
- **Brings happiness and positivity** to school every day with a smile and a good sense of humour.

- **Listens to children and talks with us**, valuing our ideas and opinions.
- **Sets clear boundaries and expectations** so that everyone feels safe and can learn well.
- **Is creative and inspiring**, helping us enjoy exciting learning opportunities.
- **Leads fun and memorable assemblies** that teach us important lessons and make us think.
- **Enjoys reading stories and sharing books**, encouraging a love of reading throughout the school.
- **Supports school trips, visits and adventures**, including making the most of our minibuses and exploring special places in our local area.
- **Has a great sense of humour**, tells good jokes, isn't afraid to be a little silly, and helps make school a happy place to be.

Staff at Blaydon West Primary School would like a Headteacher who:

- **Is approachable, supportive and caring**, taking time to listen and understand the needs of staff, pupils and families.
- **Is fair, honest and acts with integrity**, making decisions transparently and in the best interests of the whole school community.
- **Is committed to Blaydon West**, valuing its unique identity, celebrating its strengths and building on the excellent work already in place.
- **Communicates clearly and openly**, listening to different viewpoints and ensuring staff feel informed, involved and valued.
- **Trusts and empowers staff**, recognising their professionalism, expertise and commitment to achieving the best outcomes for children.
- **Has children at the heart of every decision**, ensuring their wellbeing, happiness and success remain the school's highest priority.
- **Promotes staff wellbeing and work-life balance**, understanding that a positive and supported workforce benefits the entire school community.
- **Inspires both staff and pupils**, encouraging creativity, ambition, professional growth and a shared vision for success.
- **Values teamwork and collaboration**, becoming an active part of the Blaydon West family and fostering the strong relationships that make the school special.
- **Brings warmth, positivity and a sense of humour**, helping to create an enjoyable school environment where people feel supported, appreciated and proud to work and learn.

Proposed New Build

The successful candidate will lead the school through an exciting period of transformation. The school is currently scheduled to move into a proposed new building in 2028, providing state-of-the-art facilities for pupils, staff and the wider community. This significant investment reflects a strong commitment to the long-term future of the school and offers a unique opportunity for a headteacher to help shape both the educational vision and the learning environment for generations to come.



Life in Gateshead

The borough of Gateshead stretches almost 13 miles along the south bank of the River Tyne and covers 55 square miles, making it the largest of the five Tyne and Wear authorities. Gateshead is very close to Newcastle upon Tyne, the major urban centre in the North East and has strong transport links to the city, the rest of the North East and the wider UK. The borough has undergone rapid transformation in recent years with major physical redevelopment.



Education, Schools and Inclusion
Gateshead

Gateshead Council

There is much to discover in Gateshead, from iconic and stylish buildings, extraordinary landmarks and a vibrant, lively art scene to exciting events, blooming parks and beautiful countryside. Gateshead is fast becoming one of the biggest cultural quarters in the country capturing the imagination of the world with The Angel of the North - Britain's largest sculpture, The Gateshead Millennium Bridge - the world's first tilting bridge, BALTIC - the ambitious Centre for Contemporary Art, and The Glasshouse International Centre for Music.

Gateshead truly is a diverse and exciting place to live and work.

Education, Schools and Inclusion- Gateshead. Raising Achievement for All



Developing school staff is one of our most important goals – we believe the school team is the cornerstone to success. We are committed to offering a wide variety of exciting and stimulating training courses and conferences that are underpinned by current research and initiatives. Our dedicated and high-quality inspectors, advisors, consultants and trainers have a wealth of knowledge and expertise in their chosen fields.

We have a wide range of training programs in a variety of subjects that are delivered centrally. These are clearly focused on major priorities in schools and informed by the latest research and current initiatives. We try hard to let you know what's new and effective in education.

We share a clear, common purpose with you to do the very best for children and young people, their families and their communities. We have significant collective experience of teaching, leading and managing schools, training and professional development, and carrying out Ofsted inspections. We are at the cutting edge of educational developments and practice through our innovative research programme and our direct involvement with many initiatives. We have established excellent links and relationships with local, regional and national policy and decision makers. Our support networks mean that if we cannot help, we will find someone who can.

There is a thorough programme of events to support newly appointed Headteachers in their first and second years, it includes:

- Visits to a wide range of schools throughout the borough: small schools, large schools, forest schools, special schools, new schools and schools housed in older buildings.
- Question and answer, information gathering sessions with officers from safeguarding, referral and assessment, finance, audit and insurance, human resources, governance and premises.
- Support of a Headteacher mentor during the first year who is experienced in all aspects of school leadership.

"Although taking on my first headship (in a new school and local authority) felt like a formidable task; I should not have felt so worried. The support that I received from my SIP and the local authority as a whole was nothing but reassuring and informative. I thoroughly enjoyed the New Leader programme which not only gave a great overview of the support available, but also was a chance to network and meet colleagues in similar positions - something that has been imperative to leading schools over the past couple of years."

Vicki Nellis Glynwood Primary School

'I have worked for Gateshead LA for 21 years. The support I have received from the LA throughout my career has been second to none. Although the transition from Deputy Head to Head was challenging, the LA supported me every step of the way. My SIP was always on hand to provide a listening ear and provide reassurance and challenge.

The LA have a comprehensive programme of CPD for new leaders which provided me with invaluable opportunities to not only learn about procedures and services, but also establish networks with other Headteachers in the authority. '

Aimi Clennell, Headteacher, Brandling Primary School



Application Details

Headteacher

Blaydon

West

Primary

School

L13-

L19

Start date: 12.4.2027

The Governing Body of Blaydon West Primary School is seeking to appoint an exceptional Headteacher to lead our successful and welcoming school community.

Blaydon West is a school where children come first. We are proud of our inclusive ethos, our commitment to high-quality teaching and learning, and the strong relationships that exist between pupils, staff, families and governors.

Our curriculum promotes aspiration, resilience, inquisitiveness and independence, ensuring that pupils develop both academically and personally. We are seeking a leader who shares these ambitions and who can continue to build on the school's strengths while shaping an exciting vision for the future.

This is an exceptional opportunity for a passionate and strategic leader who is committed to securing the very best outcomes for every child and who understands the importance of community, collaboration and continuous improvement.

As our new Headteacher, you will be:

- An inspirational and innovative leader with strong management and organisational skills
- Deeply committed to inclusion and to meeting the diverse needs of all pupils
- Warm, kind and compassionate in your approach to children, families and staff
- Skilled at recognising the school's strengths and developing them further with clarity and purpose
- A reflective practitioner who draws on evidence-informed practice
- An excellent communicator who fosters strong, trusting relationships across the school community
- A collaborative leader who values teamwork and empowers staff to flourish
- Someone who champions every child and ensures they feel valued, safe and supported
- A visible, approachable presence who leads with integrity and authenticity
- Committed to strengthening partnerships with families, governors and the wider Blaydon West community

In return, we offer:

- A warm, inclusive and nurturing school community where every child is genuinely valued
- Dedicated and caring staff who are committed to doing their very best for all pupils
- Children who are curious, enthusiastic and proud of their school
- A strong culture of teamwork, collaboration and mutual respect
- Supportive governors who are committed to continuous improvement and inclusive practice
- A school with many existing strengths and a genuine desire to keep growing
- Positive, trusting relationships with families and the wider community
- A caring environment where wellbeing is prioritised for both pupils and staff
- Opportunities to shape the long-term strategic direction of the school and make a meaningful difference
- A formal, high-quality programme of 'Supervision' for the Head Teacher

Visits to the school are warmly welcomed. Please contact the Office Manager on 0191 4143286 to arrange a visit.

For an informal discussion about the post, please contact **Vic Good-Bruce (School Improvement Partner)** at victoriabruce@gateshead.gov.uk 07745748494

Closing date for applications 20th November 2026 (midday)

Shortlisting: 25th November 2026

Interviews: 3rd & 7th December

EDUCATION, SCHOOLS AND INCLUSION
HEADTEACHER
BLAYDON WEST PRIMARY SCHOOL
JOB PROFILE

Overall	To meet the requirements of a headteacher as set out in the School Teachers' Pay and Conditions Document, school and local authority policies.
Responsible to	School governing body and Service Director of Education, Schools and Inclusion.
Strategy	In consultation with staff, governors and children, create and maintain the ethos, values and aims of the school.
	To have high expectations and lead by example.
	To maintain a culture of safeguarding, ensuring policy and its implementation are effective.
	To work with the governing body to determine the strategic direction of the school.
	To keep under review the work and organisation of the school and continue to evaluate the effectiveness of the curriculum in the light of children's needs, national and local priorities.
	In consultation with staff, governors and children, draw up and implement the school improvement plan.
	Ensure the implementation of key statutory policies, including equal opportunities, anti-discrimination, special educational needs and disability and promote an understanding of the diversity of life in Britain and of fundamental British values.
	Provide clear strategic direction for the school, achieving the highest quality educational provision across all three key stages including personal, social and academic outcomes.
	To ensure that the school benefits from a rigorous self-evaluation framework which substantially contributes to improved outcomes.
	To take the lead and advise the governing body in the recruitment and appointment of staff.
	To ensure that current educational initiatives are incorporated effectively within the school's drive for improvement.
	To build and maintain safe, caring, welcoming, happy, stimulating and challenging learning environments.
	To support the principles of corporate parenting for Looked after children
	Attendance at and participation in meetings relating to the curricular administrative, organisational, pastoral and managerial arrangements for the school.
Finance and Resources	To plan, manage and monitor the use of finances and resources effectively to achieve the aims of the school.
Curriculum and Learning	To lead the educational development of the school and ensure that each child's educational programme meets their individual needs.
	To monitor and evaluate the standards of teaching and learning and children's progress.
	To provide for the well-being, involvement, emotional, social and personal development of children to complement their academic development.
Staffing	To work with other senior leaders to coach staff to develop their teaching skills based on areas of development identified in observations.
	To manage and motivate all staff to ensure the curriculum is delivered effectively.
	To provide opportunities for continuing professional development for all staff.
	To lead and support the leadership team individually and collectively.
	To manage the performance of all staff in line with statutory requirements and delegate responsibilities where appropriate, ensuring the highest quality of performance while balancing staff workload and well-being.

Liaison	To work closely with the governing body to ensure the school operates effectively and efficiently, leading to a highly effective provision.
	To develop positive relationships with parents, the local authority, other schools and the local community.
	To arrange for parents to be given regular information about the curriculum, progress of their children and other matters affecting the schools.
	To work effectively with other professionals to ensure the best possible skills and resources are available for all children in order to maximise their potential.
	To provide regular reports to the governing body on the impact of the work of the school.
	To provide opportunities for developing inclusive practice for both children and staff in partnership with relevant organisations.
Premises	To create a welcoming, safe, stimulating environment both indoors and outdoors in which children, staff and visitors feel comfortable, and which is conducive to learning.
Personal Development	To engage actively in performance management and continuing professional development to ensure professional skills are kept up to date and developed.

The Job Description is current at the date shown, but in consultation, may be changed by the governors to reflect or anticipate changes in the job commensurate with the grade and job title.

The Headteacher will be expected to comply with any reasonable request from the governors to undertake work of a similar level that is not specified within this job description.

EDUCATION SCHOOLS AND INCLUSION

**HEADTEACHER
BLAYDON WEST PRIMARY SCHOOL
PERSON SPECIFICATION**

Attribute	Essential	Desirable
TRAINING AND QUALIFICATIONS		
Qualified Teacher Status	X	
Degree or evidence of professional qualification in education	X	
Higher degree, or evidence of further study		X
Post-entry Curriculum or Management Qualification		X
National Professional Qualification for Headship or willingness to undertake the qualification	X	
Recent participation in a range of in-service training relevant to the post	X	
EXPERIENCE OF TEACHING AND SCHOOL MANAGEMENT		
Leadership experience at Headteacher, deputy Head, Head of school or assistant head level (minimum 3 years for all apart from headteacher experience)	X	
Experience of working in partnership with other education professionals	X	
Proven management skills and a record of positive achievement	X	
Minimum five years' experience in a school for children of primary age in more than one key stage.	X	
Experience of teaching in more than one school.	X	
Experience of teaching in a school within a diverse socio-economic community		X
To have effectively managed whole school change, for example introduced a new initiative or procedure, developed a strategy which impacted significantly upon children's learning, and delivered in-service training which has had a demonstrable impact	X	
Experience in effectively managing and developing staff, fostering a positive and motivating team culture	X	
To have had involvement with preparing and monitoring budgets	X	
To have had involvement with school improvement planning process, (particularly school self-evaluation process, Ofsted inspection, monitoring and evaluating the effectiveness of actions)	X	
To have had involvement working with a governing body	X	
To have experience of implementing or monitoring safeguarding practice within a school	X	
To have significant experience of inclusive educational practice within a school	X	
To have successful experience of curricular development	X	
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING		
<i>Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to primary education:</i>		
Children's educational and personal development	X	
School leadership and management	X	

Curriculum and assessment, including subjects, cross-curricular aspects and outdoor learning	X	
Effective teaching and learning strategies	X	
School improvement strategies	X	
Local and national policies, priorities and statutory frameworks including the Early Years Foundation Stage	X	
Role of governing body	X	
PERSONAL SKILLS AND ABILITIES		
<i>Applicants should be able to provide evidence that they have the necessary personal skills and abilities required by the post:</i>		
Excellent communication skills, both written and verbal	X	
Highly effective interpersonal skills	X	
Ability to motivate and enthuse all members of the school community	X	
Effective ICT skills	X	
Effective and efficient organisational skills including timekeeping	X	
OTHER REQUIREMENTS		
Application forms should be completed in full and be concise	X	
Letters should address the criteria identified in the person specification and be relevant to the school	X	
Supporting statement/letter (no more than 2 A4 sides)	X	
CONFIDENTIAL REFERENCES AND REPORTS		
<i>Written reference(s) only.</i>		
Confirming professional and personal knowledge, skills and abilities referred to above	X	
Positive recommendation from current employer	X	

Applications should give examples of change management and subsequent impact.