



BRIDGE ACADEMY

# English Teachers

Information Pack





## A BRIDGE TO YOUR FUTURE

*'At The Bridge Academy, we believe that every child deserves the chance to succeed and we all work hard to make sure that happens'*

Dear Applicant,

Our Academy is an academic, inclusive and inspirational environment where innovative thinking and creativity are encouraged and aspirations are raised.

Our core values of Hard Work, Integrity and Kindness underpin everything that we do, and from the moment our students arrive at The Bridge Academy we ask them to live these values 100% of the time. Our approach of high expectations, rigour and a relentless focus on success means that it is cool to be smart at Bridge and all students work hard to reach their full potential.

Our award-winning building is outstanding. We have state of the art facilities and a wide variety of community groups we work with benefit from this. We value our staff members and we offer a professionally stimulating and supportive working environment. We hold a strong commitment to professional development and our staff enjoy a range of rewards and benefits, as outlined from page 5.

Our sponsors UBS, a leading global financial services firm, has led the establishment of our school from the outset and they continue to support us.

Thank you for your interest in this position and we look forward to receiving your application by the deadline set.

Yours faithfully,



Mr C. Brown

Principal



## THE BRIDGE ACADEMY MISSION, VISION AND VALUES

We are an Academy on a mission: to ensure that every student can succeed at a good university or equivalent, thrive in their chosen field and live a great life. This has led us to develop The Bridge Academy values to guide our decision making and set our expectations for both students and staff:

### Hard Work

- We do what it takes for as long as it takes.
- We remain positive and never give up.
- We never stop trying to get better.

### Integrity

- We do the right thing, even when no-one is watching.
- We are always honest and do not make excuses.
- We take responsibility and do our best every time.

### Kindness

- We have high standards because we care.
- We treat others fairly and respectfully.
- Helping a member of our team is helping ourselves.



## SAFEGUARDING CHILDREN

The Bridge Academy is committed to safeguarding and promoting the welfare of children. We expect all staff and to share this commitment, therefore all positions will involve a degree of responsibility for the safeguarding and welfare of children.

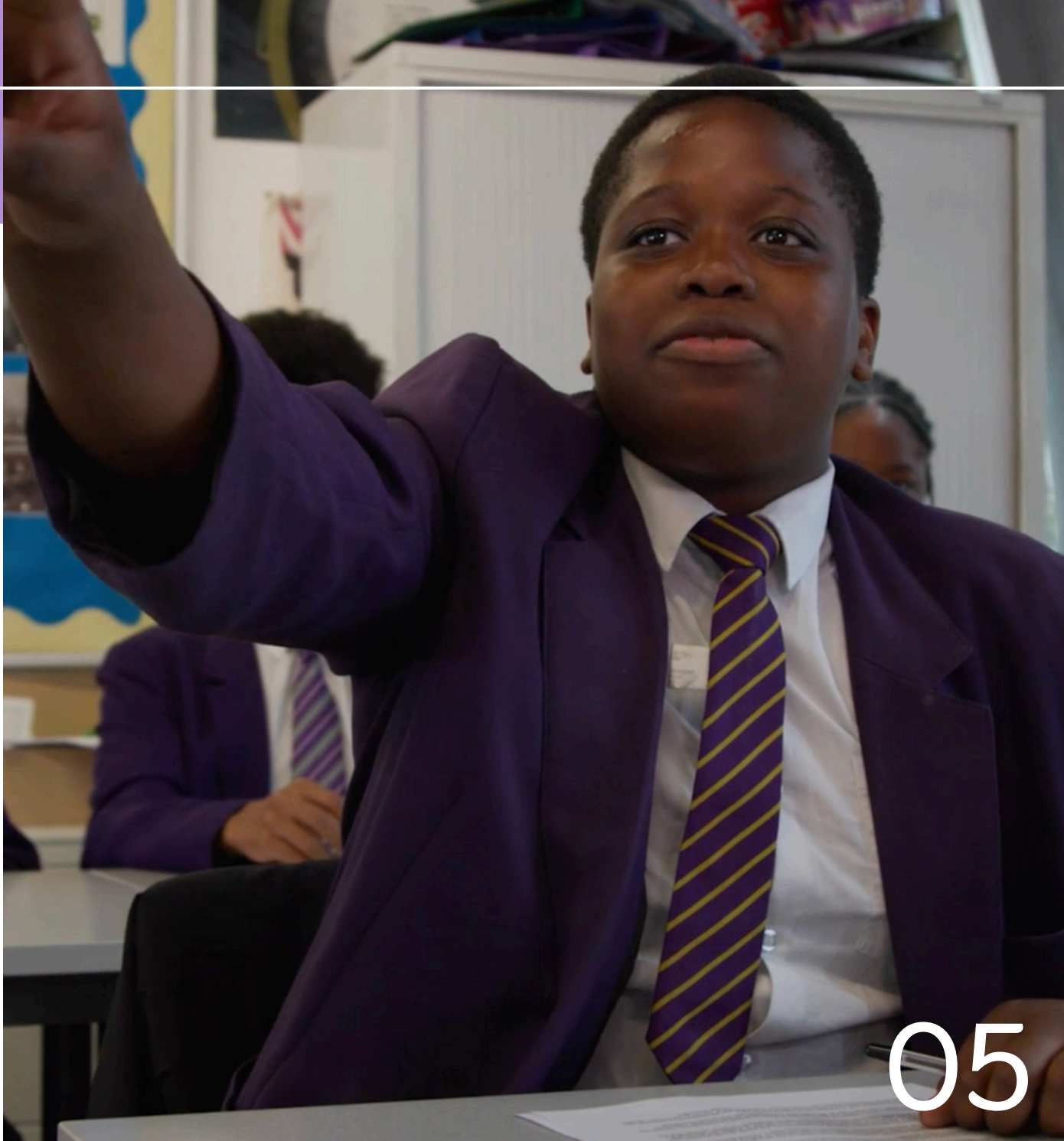
CVs will not be accepted in place of application forms. References and an online search will be sought for candidates at the short-listing stage.

All positions are exempt from the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). At the short-listing stage applicants will need to complete a self-declaration form, providing details of any previous convictions and cautions, including those which would normally be considered "spent", except those that are classed as protected offences.

**The appointment will be subject to the necessary safeguarding checks, which include:**

- A satisfactory Enhanced DBS check (including a barred list information).
- Additional overseas checks where required.
- A fitness health questionnaire to verify the individual's mental and physical fitness to carry out their work responsibilities.
- Verification of the individual's right to work in the UK and professional qualifications as appropriate.
- A section 128 direction check

Please refer to further information on our safeguarding and child protection procedures on our website [here](#)



## STAFF REWARDS & BENEFITS

We believe that working at The Bridge Academy is different from working at other Academies - we are always prepared to go the extra mile for our students to succeed. Our Academy has many unique aspects and one of them is the degree to which we care for our staff. A snapshot of some of the particular rewards and benefits are outlined below.

### Annual Salaries

We offer competitive salaries including recruitment & retention allowances, in some cases.

### Annual Season Ticket Loans

Staff members can apply for an annual season ticket loan where the cost of the season ticket is spread over 10 monthly payments, interest free.

### Cycle Scheme and Green Commute Initiative

<http://www.cyclescheme.co.uk>

<https://www.greencommuteinitiative.uk/> These bike

schemes provide staff members with the opportunity to purchase a bike of their choice, tax free. This for most people means a saving of around 32-47% of the total cost. Payment(s) are deducted via payroll over a specific period.

### Employee Assistance Programme

The Employee Assistance Programme, offered via UBS is a 24/7 confidential service giving all Bridge Academy employees access to a range of support from lawyers, health and wellbeing professionals, financial and debt

specialists and counsellors. This free service can be used to support you with any personal or work-related issues that may be affecting your wellbeing.

### Mindfulness Programme

Headspace is a mindfulness programme offered by UBS to all Bridge staff. It is an app-based solution of guided techniques designed to help you find more balance, wind down after a long day and reduce stress levels. It also gives helpful advice on physical exercises and healthy living, improving your sleeping habits and increasing your energy levels overall.

### Optical Expenses

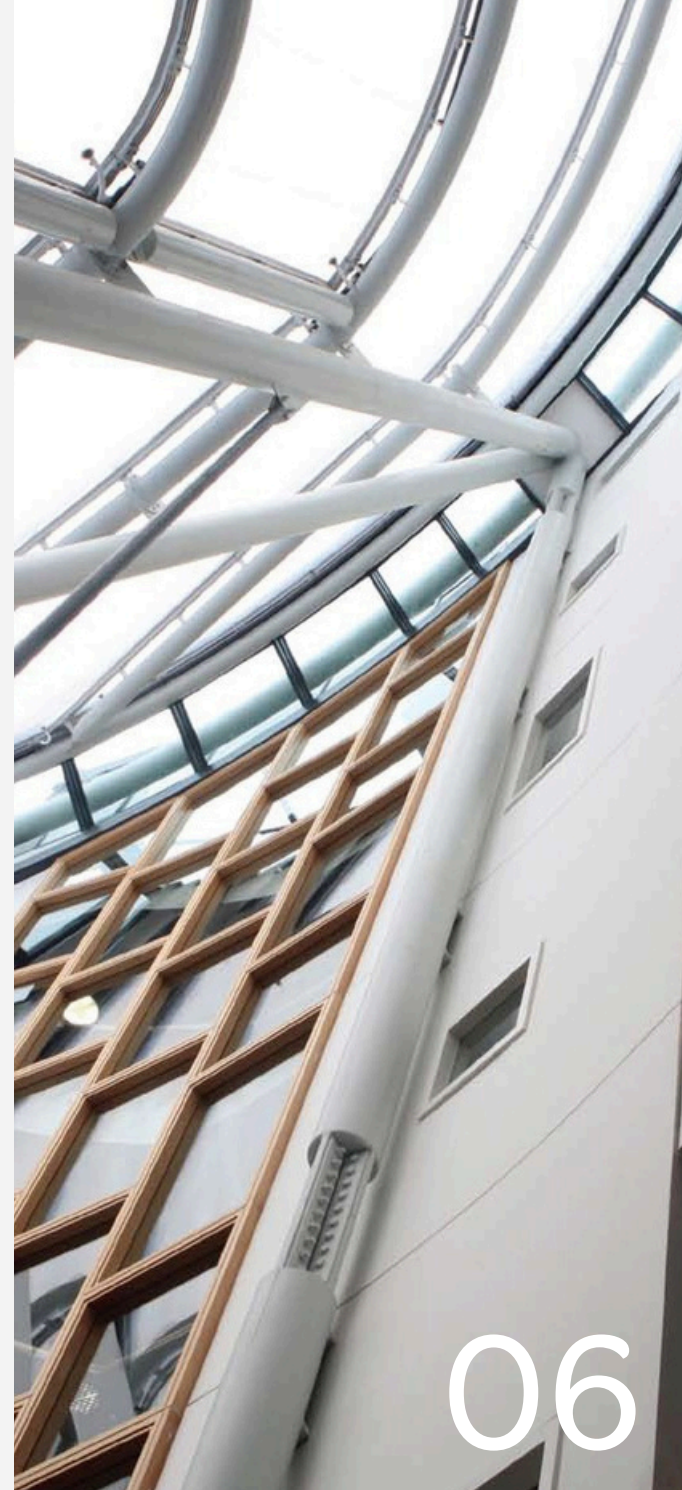
A contribution up to the amount of £30 is paid on behalf of the Academy for staff who require an eye tests. A contribution of £80, is also available towards glasses, for staff who frequently use Display Screen Equipment (DSE) and require glasses solely for this use.

### Work + Family Space Services (Sponsored by UBS)

This service provides practical support, resources and information to working parents and carers, in order to assist them in juggling the demands of work and family.

This includes:

- Backup Care: staff can book nannies, nurseries, childminders and/or adult and eldercare specialists when and where they need them. Staff are eligible to receive 10 free sessions of back up care per year.
- Help for fathers: topical information and Q&A responses looking at work and family from a father's point of view
- Confidential expert advice over the phone for all work and family challenges.
- Access to a range of holiday clubs nationwide, ideal for filling in awkward care gaps during the school holidays.
- Access to blogs, insider guides and webinars which provide guidance on a wide range of topics.



## Our Award-Winning Building

The quality of the working environment at The Bridge Academy contributes to the positive working atmosphere. We offer our staff members state of the art facilities & fantastic resources

at our stunning canal-side location, just minutes from Haggerston Station and just over a mile from the heart of the City of London. Our facilities include the following:

### Art Floor

- 3 designer classrooms A Kiln room An Art terrace
- affording views of London landmarks including the Olympic Park, Canary Wharf and the City and the BT Tower

### ICT suites

- 3 purpose-built ICT suites & 1 suite with retractable I-desks.
- ICT facilities on all floors within the Academy

### Music Facilities

A large, dedicated, fully equipped music area, with two large classrooms and 11 practice rooms.

- 2 music technology classrooms, equipped with Mac computers and midi keyboards

### Performance Hall

350+ seat auditorium with bleacher seating and a retracting dividing wall to create spaces on two levels.

Cinema projection capability, instruments and AV lighting and sound systems.

**Sixth Form:** A bespoke Sixth Form block

### Sports Facilities

A large sports hall, with a variety of sports resources  
Basketball facilities An Off-site Multi User Games Area (MUGA) and two Astro turf football pitches

### Pension Scheme Contributions

We pay in a high percentage of monthly contributions for teaching staff (Teachers' Pension Scheme) and Support Staff (Local Government Pension Scheme) members enrolled in these pension schemes.

### Relocation Support for Teaching Staff

New appointees joining The Bridge Academy on an annual salary below £30,000 may be eligible for additional support towards relocating to London. Applicants whom wish to be considered, should provide an additional statement with their application form, confirming details of the proposed relocation. Relocation support is not mandatory and the decision to provide support will be based on the applicant meeting a set of criteria.

**Social Events:** Lively staff social events are organised during the year, to ensure that staff members get the opportunity to unwind and enjoy a well-deserved break from work.



## JOB DESCRIPTION

Post Title:	English Teacher
Reporting to:	Head of Learning Area
Permanent & Fixed Term Post Available:	Fixed Term Post: March/April - December 2025 Permanent Post: September 2025
Annual Salary Scale Point:	Main Pay Scale or Upper Pay Scale
Location:	South Hackney





## Key Responsibilities

### Scope of the role

#### The successful candidate will be committed to:

- Delivering consistently good lessons.
- Ensuring students are engaged with and enjoy English.
- Raising the attainment of students and promoting English across the Academy.
- Working with a range of stakeholders, including parents, other schools and local and national partners.

**Students:** planning, delivery and development of the English curriculum and enrichment activities.

**Staff:** working with the Head of Learning Area & Second in Department; and other subject areas to ensure that English contributes to the ethos of the Academy and to promote the profile and status of the subject.

**Other:** engagement with Academy curriculum initiatives, particularly those pertaining to English including KS2-3 transition, enrichment activities and cross-curricular planning.

### Accountabilities of the role

- To ensure the potential of all students is fulfilled by planning and delivering stimulating and challenging lessons which meet the needs of all learners.
- To maintain high expectations of students' behaviour and achievement, and to establish excellent relationships with students.
- To monitor and record the progress of students using Assessment for Learning strategies and in accordance with Academy assessment policies.
- To maintain an up-to-date knowledge and understanding of developments within your subject specialism.
- To work under the direction of the Head of Learning Area to develop the curriculum.
- To contribute to the development, implementation and evaluation of the policies and practice of the Academy, including those designed to promote equality of opportunity.
- To contribute to the wider life of the Academy, including the planning and delivery of enrichment activities such as field and residential trips and extra-curricular clubs.
- To contribute to and build partnerships with parents, community groups and local organisations.
- To play a key role in supporting the development of the Academy's English provision.
- To ensure the English rooms are purposeful, stimulating and safe learning environments.
- To undertake other duties, appropriate to the post, as may be reasonably required from time to time by the Head of Learning Area or Senior Leadership Team. This is a standard JD and revisions can be made at any time.



# PERSON SPECIFICATION

## Qualifications and Professional Attributes

- Qualified Teacher Status (or working towards)
- A degree or equivalent.
- Relevant specialist qualifications and experience, with the ability to teach up to key stage 4/5.
- Excellent classroom practitioner.
- Commitment to improving practice through reflection, appropriate professional development and through being open to advice and feedback.
- Evidence of continuing professional development or relevant research.

## Professional Knowledge and Understanding

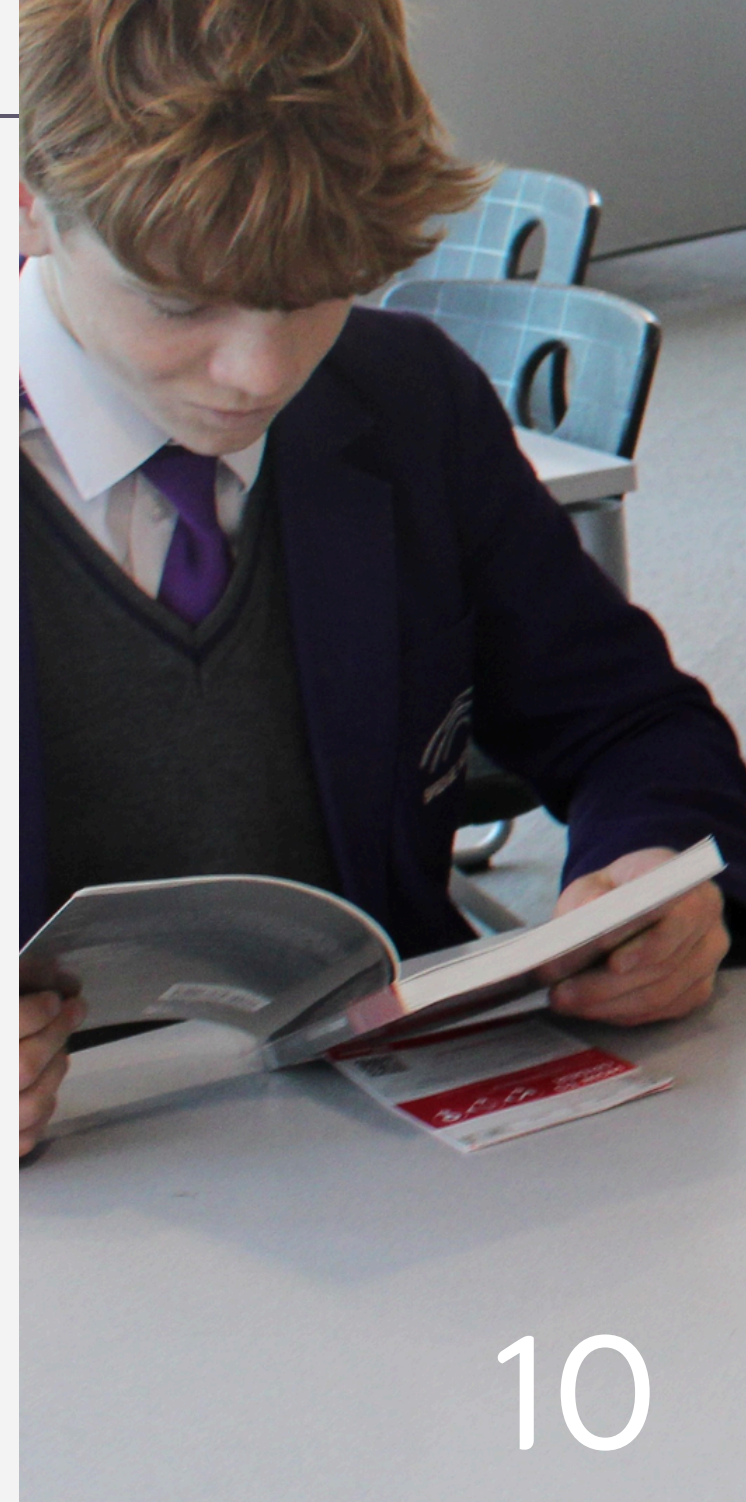
- Thorough knowledge and understanding of curriculum requirements and developments within your subject specialism.
- Evidence of commitment to the principles and policies of equal opportunities.
- Secure knowledge and understanding of a range of Assessment for Learning strategies.
- Secure knowledge and understanding of how to make effective personalised provision for all students, including those for whom English is an additional language and students who have special educational needs.
- Knowledge and understanding of child protection and safeguarding procedures.
- The implications of the Special Educational Needs and Disability code of practice.
- Up-to-date knowledge of current educational developments in English, relevant to whole school issues.
- The particular challenges facing many learners in the inner city (Desirable).

## Professional Skills

- Excellent communication skills.
- Ability to motivate students and colleagues to recognise and respond to the diverse needs of learners.
- Ability to design opportunities for learners to develop their literacy, ICT (PC and MAC) thinking skills within your subject area.

## Personal Qualities

- Commit fully to the Academy's mission and values.
- Have a strong sense of moral purpose and believe that every child, no matter their background or ability, deserves the chance to reach their full potential.
- Be passionate about high quality teaching and learning and the impact it can have on the lives of young people.
- A willingness to learn new skills and approaches and to share the experience with others.
- Energy, enthusiasm, determination and an insistence on high standards.
- Be able to work under pressure, prioritise and manage time effectively.



# English Teachers

**Job Start:** March/April - December 2025 or September 2025

**Annual Salary Scale Point:** Main Pay Scale or Upper Pay Scale

**Contract Type:** A Fixed Term & Permanent Post Available

*'The best school I've ever worked at: the culture, the staff and students, the training, everything!' (Staff member)*

*'I was amazed at what a great atmosphere the school exuded, how well turned out the children were and how polite and bright they all seemed' (Visitor)*

The Bridge Academy is a truly exceptional school. Our students' progress is excellent and our superb personal development offer means that over the last few years we have been national debating champions, enjoyed a host of sporting successes and won both the Incorporated Society of Musicians Gold Award and the Hackney Mayor's award for music.

## Do You:

- Believe 100% in a warm/strict approach?
- See developing culture, behaviour and character as a priority for teachers?
- Strive for academic rigour and want to teach using a Direct Instruction approach?
- Prioritise and take responsibility for student outcomes and act accordingly?
- Believe that students from any background can succeed in a school where standards are high enough?
- Never stop trying to improve and view feedback as a gift?

We are seeking to appoint English Teachers who are totally aligned to our values of Hard Work, Integrity and Kindness and who strive for Excellence in everything they do. Our mission is to ensure that all students can go on to succeed at a good University, thrive in their chosen field and live a great life. Can you help us to fulfil this?

**If so, we could be the Academy for you.**

You will join a dedicated team of English specialists who strive for improvement through constant reflection and practice; keeping abreast with the evolving world of pedagogy. KS3 lays the foundation for KS4 through a spiral, knowledge-led curriculum that fosters creativity as well as a grounding in canonical literature. KS4 is exciting and dynamic, harnessing students' enthusiasm to allow them to achieve their highest potential. Our superb progress at KS4 is a testament to this. At KS5, students follow the OCR A Level English Literature specification where the English department have achieved some of the best results in the country, as measured by value added.

To apply for this position, please complete the online application form [here](#). There are two positions available, a fixed term role from March/April 2025 - December 2025 and a permanent role from September 2025. Please confirm your preference on your application form. Please ensure that you also read our school workforce privacy notice. We encourage applicants from all sectors of the community to apply. **The deadline for applications is 09:00am on Thursday 13th March 2025.**

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