



BRIDGE ACADEMY

Head of Biology Information Pack



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

| Hard Work | Integrity | Kindness |

CONTENTS

Letter from Mr C. Brown, Principal.....	3
The Bridge Academy Mission, Vision and Values	4
Staff Rewards & Benefits	5
Job Description.....	8
Advert Information.....	12

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 significantly.

Thank you for your interest in this position and we look forward to receiving your application by **9:00am on Monday 27th January 2020**. Please return the completed application documentation to Priscilla Agyare, Human Resources Manager: Priscilla.agyare@bridgeacademy.hackney.sch.uk

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.

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.

Barbican Card

<http://www.barbican.org.uk/>

The Barbican card through UBS, is free for all staff members who request it. It provides a variety of benefits and discounts:

- Unlimited free access to Art Gallery exhibitions for all staff members and a guest
- 25% off standard price first run and regular release cinema tickets*
- 25% off selected theatre and music productions*
- 15% off food and drink at all Barbican restaurants, bars and cafes
- 15% off purchases at the Barbican shops
- Access to the Members Lounge with up to 3 guests (pre-booking recommended)

*Subject to availability. A maximum of 2 tickets can be purchased per booking.

Cycle Scheme

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

Our cycle scheme provides staff members with the opportunity to purchase a bike of their choice, tax free. This for most people means a saving of around 25-39% of the total cost. Payment(s) are deducted via payroll over a specific period.

Optical Expenses: A contribution up to the amount of £25 is paid on behalf of the Academy for staff who require an eye tests. A contribution of £60, is also available towards glasses, for staff who frequently use Display Screen Equipment (DSE) and require glasses solely for this use.

Gift Vouchers for 100% Attendance

We really value the commitment of our staff members and as a token of this, each term staff who have achieved 100% attendance are included in a prize draw, offering them the prospect of winning vouchers from top stores.

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, with retractable I-desks
- ICT facilities on all floors within the Academy

Music Facilities

- A large separate and dedicated, fully equipped music area, with three large classrooms and 12 practice rooms
- A separate music media suite, equipped with bespoke Mac desks and music keyboards
- Hi-tech recording studio

Performance Hall

- 370 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
- The only Academy in the UK, which provides both Cisco training and a Microsoft Academy in-house at the Sixth Form

Sports Facilities

- A large sports hall, with a variety of sports resources
- Basketball facilities including the latest specification National League court markings
- 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.

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.

JOB DESCRIPTION

Post:	Head of Biology
Reporting to:	Head of Science
Salary:	Main Pay Scale/Upper Pay Scale + TLR2b

Role Profile

The primary objective of this role is to lead teaching and learning of Biology up to KS5, and to ensure excellent outcomes for students.

Key Responsibilities

- Provide expertise subject knowledge for all key stages in Biology.
- Produce and monitor high quality resources/assessment and support other members of the department who are producing resources for Biology.
- Monitor and support the quality of teaching and learning for Biology, including lesson drop in(s), data analysis and liaison with others.
- Keep records of Practical Assessment Groups (PAGS), and ensure all trackers are up to date and accurate.
- Support members of the department regarding the curriculum and lead Ofqual (The Office of Qualifications and Examinations Regulation) meetings regarding Biology.
- Organise mandatory field trips for Biology.
- Play a key role in the organisation of Science week

Accountabilities of the Role

- To support and promote the ethos and values of The Bridge Academy.
- To believe in the potential of every child, in line with the Academy mission statement.
- To ensure that staff consistently reach the highest of standards in all that they do in Biology, including the achievement of students.
- To ensure a curriculum provision which is exceptionally well structured, and enables students to develop an excellent understanding of key facts and processes and a deep understanding of and love for the subject.
- To ensure that Biology makes an outstanding contribution to whole-school priorities, including the appropriate application of the Literacy and Numeracy Policies.
- To ensure effective provision and to develop good teaching and learning, attainment and progress in Biology.

- To develop excellent marking in Biology with a particular focus on impact.
- To keep abreast of developments to ensure that changes and developments in course content are introduced and delivered in a timely manner.
- To ensure that all assessment within Biology is high quality, robust and homework is used effectively to augment the curriculum and drive pupil progress.
- To have an excellent understanding of the effectiveness of Biology as a subject area, and to make highly effective use of data to set targets and identify and tackle underachievement quickly and effectively.
- To facilitate enrichment opportunities for students as appropriate (for example, extension classes, trips or G&T classes).
- To maintain high standards of behaviour both in classrooms and on the corridors, and across the Academy as a whole.
- To develop an ethos within Biology where students consistently tackle challenges positively and do not give up.
- To ensure that good relationships are fostered with parents, which support excellent student behaviour and progress.
- To comply with any reasonable request from a manager to undertake work of a similar level which is not in this job description.
- To support the Academy in key events during holiday time (for example, intervention sessions and exam results days).

JOB SPECIFICATION

Qualifications/Professional Attributes

1. Qualified Teacher Status
2. Relevant specialist qualifications and experience in your subject specialism with the ability to teach Biology up to KS5.
3. Commitment to improving practice through reflection, appropriate professional development and through being open to advice and feedback.
4. Evidence of continuing professional development or relevant research.

Professional Knowledge and Understanding

1. Thorough knowledge and understanding of curriculum requirements and developments within your subject specialism.
2. Evidence of commitment to the principles and policies of equal opportunities.
3. Secure knowledge and understanding of a range of Assessment for Learning strategies.
4. 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.
5. The implications of the Special Educational Needs and Disability code of practice.
6. Up-to-date knowledge of current educational developments in Science relevant to whole school issues.
7. The particular challenges facing many learners in the inner city (Desirable).

Experience and Skills

1. Leadership skills and proven excellence as a Biology classroom practitioner at secondary level across the ability range.
2. Proven track record in improving teaching and classroom practice, bringing about specific improvements for the school by constantly striving for excellence.
3. Strategies to engage and inspire students.
4. Application of ICT in teaching and learning.
5. Analysis and application of data to teaching and learning.
6. Experience of developing and sustaining positive relationship with parents, staff and students.
7. Decision-making skills - the ability to solve problems and make decisions.
8. Communication skills - the ability to make points clearly and understand the views of others.
9. Self-management - the ability to plan time effectively and to organise oneself well.

Personal Skills and Qualities

- 1 Energy, enthusiasm, determination and an insistence on high standards.
- 2 Adaptability to changing circumstances and new ideas.
- 3 Intellectual ability, reliability, integrity and commitment.

Other (Desirable)

1. Policy development.
2. Experience in collaborative partnerships with primary schools and other schools.
3. Experience of working with other organisations and wider community partners.

Head of Biology

Job start:	April 2020
Salary:	Main Pay Scale/Upper Pay Scale + TLR2b
Location:	South Hackney
Contract type:	Permanent

'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 consistently excellent for GCSE and A level, we are national debating champions, our basketball team is in National League 1, and in 2017/18 our music department won both the Incorporated Society of Musicians Gold Award and the Hackney Mayor's award.

Why choose us?

- Excellent student behaviour.
- An Achievement-oriented culture where all students work hard and it is cool to be smart.
- A warm/strict approach, meaning that our high standards do not come at the expense of inclusion.
- The belief that teaching must be a sustainable profession: clear systems and structures, sensible approach to feedback and no 'late night culture'.

We are seeking a Head of Biology who is totally aligned to our values of Hard Work, Integrity and Kindness, and completely committed to our mission: to ensure that every student will succeed at University or equivalent, thrive in their chosen field and live a great life. The successful candidate will be able to teach Biology up to KS5.

Our sponsors UBS provide significant support to the Academy, and we also work with a wide variety of community groups to ensure the best for all our students. Our award winning building is outstanding and is based at our stunning canal-side location, just minutes from Haggerston Station and just over a mile from the heart of the City of London.

To apply for this position, please download and complete the application form and the additional information and monitoring form. Please ensure that you read our school workforce privacy notice. The application documentation should be submitted to Priscilla Agyare, Human Resources Manager: Priscilla.agyare@bridgeacademy.hackney.sch.uk. We encourage applicants from all sectors of the community to apply. **The deadline for applications is: 9:00am on Monday 27th January 2020. The Bridge Academy is committed to safeguarding children and all appointments will be subject to receipt of a satisfactory Enhanced DBS check and references.**