



Intervention Support Teachers 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
Safeguarding Children	5
Staff Rewards & Benefits	6
Job Description	9
Job Specification	11
Advert Information.....	12

The Bridge Academy, Hackney, Laburnum Street, Hackney, London, E2 8BA
T 020 7749 5240 www.bridgeacademy.hackney.sch.uk
Twitter: [www.twitter.com/BridgeAcademyE2](https://twitter.com/BridgeAcademyE2)
Instagram: www.instagram.com/thebridgeacademyhackney/



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 4th July 2022**. The application documentation should be submitted 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.

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 and references will be sought for applicants 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.

All appointments 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 Prohibition Check for teaching staff.
- A section 128 direction check for individuals who will be undertaking management positions.

Please refer to further information on our safeguarding and child protection procedures via the following link: <https://www.bridgeacademy.hackney.sch.uk/Safeguarding/Safeguarding/index.asp>

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 £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.

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, 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
- Provides both Cisco training and Microsoft in-house

Sports Facilities

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

Job Title:	Intervention Support Teachers
Reporting to:	Head of Learning Area for English, Maths or Science
Annual Salary Scale Point Range:	12 - 16
Working Hours:	37.5 hours per week: 8:20am - 4:30pm. (40-minute lunch break.) Additional hours will be required during non-term time and weekends from time to time. The line manager will make these arrangements directly with the post-holder.
Contractual Arrangements:	Fixed term contract: September 2022 - until 31 st August 2023.

Main Purpose of the Role:

The successful candidate will be an excellent classroom practitioner who will:

- Be responsible for interventions delivered within the subject area in line with the department's aims and objectives.
- Lead small group intervention sessions specifically tailored to raise the achievement of underperforming students.
- Support the subject area in closing the skills and knowledge gap of targeted students, and provide support in the classroom where appropriate.

Teaching and Learning Responsibilities

- Plan and deliver appropriate and challenging interventions to specific students working within the Subject Area. This will include one to ones and groups of students as appropriate.
- Work closely with class teachers and Key Stage Leads in the department to ensure curriculum continuity and progression in intervention sessions.
- Ensure that the programmes devised for pupils are in line with their needs as laid out in their Statement of Special Educational Needs or Education, Health and Care Plans (EHCP) and that they contribute towards the achievement of agreed outcomes.
- Keep abreast of new developments/initiatives in both special needs' education and mainstream education.
- Make maximum use of the resources in the department(s), the facilities within the Academy as a whole and the surrounding borough.
- Keep the Head of Learning Area and relevant Key Stage Leads informed of the progress of students.

Monitoring and Assessment

- Monitor and review pupil progression and achievement through data analysis and target setting, in line with agreed department aims.
- Respond to assessment data generated across the department to target student learning.

JOB SPECIFICATION

Qualifications & Experience

- Education to degree level or A level/equivalent, including English and Maths GCSE A*- C.
- Teaching qualification desirable but not essential.
- Experience in a similar role, particularly in relation to leading intervention sessions for students.
- Experience of teaching/supporting students within the classroom.
- Good listening skills and the ability to communicate effectively with children and young people, families, school staff and a range of other professionals.

Knowledge, Skills & Abilities

- Knowledge and understanding of a range of intervention support techniques and programmes.
- Knowledge, understanding of (or a willingness to learn) assessment and reporting procedures for students with additional learning needs.
- Knowledge and understanding of child protection and safeguarding children.
- Knowledge and awareness of issues and factors related to underachievement and barriers to learning and participation.
- Excellent organisational and time-management skills.
- The ability to work flexibly, calmly and with patience.
- The ability to lead and work as part of a team.
- Able to establish and develop supportive relationships with children and young people.
- Able to exercise initiative, work independently and take responsibility for the delivery of a programme.
- Able to demonstrate a high level of independence in organising and planning their work.
- Understanding and awareness of equal opportunities, experience of strategies to promote equality of opportunity and a commitment to work within the Academy's related policies in this area.

Personal Qualities

- Commit fully to the Academy's mission and values.
- Demonstrate excellence and a positive approach with a "can do" attitude.
- 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.
- Have a high level of personal drive and consistently set extremely high standards for themselves, amongst their team and their students.
- Be passionate about character development and the impact it can have on the lives of young people.
- Good attendance, punctuality and time management.

Post: Intervention Support Teachers
Annual Salary Range: Point 12: £18,033 (FTE: £21,191) - Point 16: £19,416 (FTE: £22,817). An inflationary increase for the new academic year will be confirmed at a later date, if agreed.
Job Start: 1st September 2022 - 31st August 2023
Location: South Hackney
Contract Type: Fixed Term Contract

'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, and our superb personal development offer means that over the last three 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.

Why choose us?

- Excellent student behaviour and highly supportive Senior Leadership Team.
- An achievement-oriented culture where 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 to appoint Intervention Support Teachers who are 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 a good university or equivalent, thrive in their chosen field and live a great life. The successful candidate will be an excellent English, Maths or Science classroom practitioner who will:

- Be responsible for interventions delivered within the subject area's department in line with our aims and objectives.
- Lead small group intervention sessions specifically tailored to raise the achievement of underperforming students.
- Support the subject area in closing the skills and knowledge gap of targeted students.

If you are passionate about this field of work and you want to make a profound difference to the lives of our students, we would love to hear from you.

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 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. **The deadline for applications is: 9:00am on Monday 4th July 2022.**

The Bridge Academy is committed to safeguarding and promoting the welfare of children. We expect all staff to share this commitment. All appointments will be subject to the necessary safeguarding checks, including receipt of a satisfactory Enhanced DBS check with barred list information.