



Science Technician 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.....	11

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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 Wednesday 2nd October 2024.**

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.

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 £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

Job title	Science Technician
Reporting to	Lead Science Technician
Job purpose	The Science Technician will be responsible for facilitating the use of, and development of, practical resources and facilities, including the provision of guidance and support in meeting the practical requirements of the science curriculum. The successful candidate will be committed to promoting Science across the Academy, and to working with a range of external partners.
Annual salary scale range	Spine Point 13 -17
Contract arrangements	Term Time Only + 2 weeks during non-term time each academic year
Working hours	37.5 hours per week

KEY RESPONSIBILITIES

1. Resources

To be responsible for setting up and monitoring systems used in the management and control of practical resources including:

- Supporting the Lead Science Technician in stock inventory management and maintaining appropriate records.
- Keeping financial records of the departmental expenditure in accordance with the Academy's policy.
- Ensuring the availability of suitable materials and equipment and suggesting alternatives for suitability, practicality and economy.
- Preparing and delivering practicals for science classes on schedule.
- Maintaining laboratory equipment and keeping them at optimal condition.
- Designing, constructing and modifying apparatus.
- Setting up and caring for plant and animal collections.
- Preparing standard solutions etc., purifying chemicals, treating waste.

2. Premises, Health and Safety Management

To support the Lead Science Technician in the promotion and observance of a safe working

environment for the technical support service by:

- Keeping up-to-date with current procedures and practices through continuing professional development.
- The provision of technical advice on Health & Safety issues to teachers and technical support staff.
- The safe treatment and disposal of used materials, including hazardous substances and responding to actual or potential hazards.
- Ensuring the safe storage and accessibility of equipment and materials.
- Undertaking routine and non-routine checking, cleaning, and maintenance, calibration, testing and repairing of equipment to the required standard within the science department.
- Providing Health & Safety advice to staff, teachers and students within your subject area.
- Disposal of waste materials.
- Checking fume cupboards, pressure vessels and first-aid kits; carrying out checks.
- Organising, storing and checking the condition of chemicals and equipment.
- Attending department meetings and being an active team player.

3. Other

- Carry out duties and responsibilities commensurate with the post necessary for the smooth running of the Academy as required by the Lead Science Technician, Head of Science or the Head of Learning Area.

JOB SPECIFICATION

Skills, Abilities and Experience

- Minimum Level 3 Qualification (i.e. NVQ Level 3, A Levels or equivalent).
- Level 3 Certificate in Laboratory Technical Skills or equivalent (Desirable).
- Excellent interpersonal and communication skills.
- Ability to offer professional guidance and assistance to students and teachers on the practical aspects of the science curriculum.
- Ability to monitor, control and keep financial records according to the requirements of the Academy.
- Ability to maintain accurate work records and inventories.
- Ability to carry out risk assessments in relation to laboratory work.
- Ability to maintain a range of tools and equipment.
- Ability to prepare equipment and materials for lessons, as requested by the teaching staff.
- Ability to design, develop and maintain specialist resources.
- Ability to establish positive relationships with pupils, including those with special educational needs.
- Ability to train new technicians and work as part of a team.
- Experience of stock control and chemical preparation.
- Excellent organisational and time management skills - able to work under pressure, prioritise and manage time effectively.

Professional Knowledge and Understanding

- Detailed knowledge of Health & Safety legislation as it relates to the work of a school.
- Knowledge of COSHH regulations in relation to the safe handling and storage of chemicals.
- Knowledge of safe working practices in relation to the handling and usage of hazardous equipment and tools.
- Knowledge of child protection & safeguarding children requirements. (Training will be provided)
- Practical knowledge of relevant equipment sufficient to undertake first-line maintenance and/or identify more serious faults for specialist attention.
- Evidence of commitment to the principles and policies of equal opportunities.
- Appropriate knowledge of First Aid or a willingness to be trained in First Aid.
- The particular challenges facing many learners in the inner city.

Personal Qualities

- Energy, enthusiasm, determination and an insistence on high standards.
- A willingness to learn new skills and approaches and to share the experience with others.
- Ability to relate to students, parents and carers, colleagues and other partners.
- A passion for the value Science can bring to students and a commitment to the ethos of the wider of life of the Academy.

SCIENCE TECHNICIAN

Job Start Date: October/November 2024
Annual Salary Range: Pro Rata: £23,353 - £24,847 (FTE: £26,104 - £27,774)
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 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.

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 a Science Technician 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 a good university or equivalent, thrive in their chosen field and live a great life.

Do you have:

- A passion for Science?
- The ability to support the needs of a team of teachers and their students?
- The ability to design, develop and maintain specialist resources?
- The experience, knowledge and skills required, to provide professional guidance on the practical aspects of the science curriculum?
- Excellent organisational and time management skills?

The successful candidate will join an experienced team of science technicians who are committed to providing the highest standard of support and assistance to the Science department. The role is term time, plus 2 weeks during non-term time, per academic year. If you are up for the challenge 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 is outstanding and is based at our stunning canal-side location, a short walk from Haggerston Station and just over a mile from the heart of the City of London.

To apply for this position, please complete the online application form via TES [here](#), and ensure that you read our school workforce privacy notice. We encourage applicants from all sectors of the community to apply. **The deadline for applications is: Wednesday 2nd October 2024.**

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.