



**BRIDGE ACADEMY**

# **Modern Foreign Languages Second in Department 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'*

**Bravery | Respect | Integrity | Drive | Grit | Excellence**

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Dear Applicant,

Thank you for requesting an Information Pack for the post of **Modern Foreign Languages - Second in Department**.

The Bridge Academy is a diverse and vibrant school that is rapidly improving and is focused on securing excellence for all our students and staff. Our award winning building is outstanding. We have state of the art facilities, which a wide variety of community groups we work with, also benefit from.

We offer a professionally stimulating and supportive working environment, with a strong commitment to professional development. We value our staff members and they enjoy a range of rewards and benefits, outlined on 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 again for your interest in this post and we look forward to receiving your application by:  
**9:00am on Friday 23<sup>rd</sup> March 2018.**

Yours faithfully,



Mr C. Brown  
**Principal**

## THE BRIDGE ACADEMY MISSION, VISION AND VALUES

We are a school with a simple mission: to ensure that when students leave the Academy every one of them can go on to University or a high quality equivalent, thrive in their chosen field and live a great life. In this way, The Bridge Academy truly is 'A Bridge to their future'.

This has led us to develop The Bridge Academy values to guide our decision making and set our expectations for both students and staff:

**Bravery:** We meet our fears head on. We embrace challenges in order to thrive

**Respect:** We value everyone equally. We treat others as we would wish to be treated

**Integrity:** We do the right thing, even if no one is watching

**Drive:** We are determined to succeed. We never stop trying to get better.

**Grit:** We never give up, even when things get tough

**Excellence:** We go above and beyond, without excuses, to achieve the best.

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

## 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 for both Teaching & Support staff, (Inner London Weighting) 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. This card gives priority booking for events at the Barbican with no booking fees, unlimited access to exhibitions, discount on cinema tickets and special offers in the restaurants and bars. 25% off selected music and theatre events, 25% off all new release films, 15% off all Barbican bars and restaurants except Searcy's and Benugo.

### **Childcare**

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

We understand that the cost of having children doesn't stop at keeping them cared for while you're at work. That's why you can choose to take part of your salary in Childcare Vouchers to take advantage of important tax and National Insurance savings.

- You enroll on the scheme by completing a salary sacrifice agreement.
- You receive a welcome pack, with details for your carer if they aren't already affiliated with the scheme.
- You receive paper vouchers which you give to your childcare provider. They then return them to Edenred for redemption.

Some of our staff choose to make use of the very nearby nursery at Hackney Community College which is graded Good by Ofsted and has very competitive rates. It is close enough to drop off your child and walk to work easily.

## **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 32% of the total cost. Payment(s) are deducted via payroll over a set 12 month 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 staff members to each working day and as a token of this, each term, staff who have achieved 100% attendance participate in a selection of prize draws, offering them the prospect of winning £100 worth of vouchers from top stores including online internet sites such as Amazon.

## **Health Matters Portal**

The well-being portal is in partnership with our sponsor, UBS. This site hosts a wide range of health and wellbeing topics and resources for all staff to access online. The site includes articles on topics such as healthy eating, fitness, smoking and drinking, health at work, mental wellbeing, travel advice, health issues, with a wealth of links to further information and other well-known sites.

## **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 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.

### **Work and Family Webinars**

Staff members have access to webinars on a range of subjects relating to family life. These webinars run live during the day, but can be accessed at any time after the event.

## **JOB DESCRIPTION**

**Post:** MFL Second in Department

**Reporting to:** MFL Subject Leader

**Spine Point:** Main Pay Scale/Upper Pay Scale + TLR2b

### **Role Profile**

The primary objective of this role is support and assists the MFL Subject Leader in providing professional leadership and management for Modern Foreign Languages, ensuring high quality in and learning, achievement and engagement of students.

### **Accountabilities of the Role**

Within the context of the school's aims and policies, to support the MFL Subject Leader in developing and implementing policies, plans, targets and practices for MFL which reflect the school's commitment to high achievement and effective teaching and learning.

- To support other staff, in particular NQTs and Beginning Teachers to develop and maintain confidence in teaching MFL.
- To analyse and interpret relevant national, local and school data, plus research and inspection evidence, to inform policies, practices, interventions, expectations, targets and teaching methods. (KS3 Spanish and French data analysis)
- To support the Subject Leader in reviewing and implementing short, medium and long term plans for key stage 3 Spanish and French.
- To play a key role in developing the Academy's MFL provision at KS3 Spanish and French.
- To support the Subject Leader in monitoring the progress made in achieving MFL's plans and targets, evaluating the effects on learning and teaching, and using this analysis to guide further improvement.

### **Teaching and Learning**

Within the context of the school's aims and policies, to support the Subject Leader in securing and sustaining effective teaching of MFL, evaluating the quality of teaching and standards of students' achievements and setting targets for improvement.

### **Within MFL:**

- 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 assist the Subject Leader with subject referrals.
- To assist with departmental detentions.
- 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 contribute to and build partnerships with parents, community groups and local organisations.
- To ensure the MFL classrooms are purposeful, stimulating and safe learning environments.
- To develop effective links with the local community, including business and industry, in order to extend the MFL curriculum, enhance teaching and to develop students' wider understanding.
- To develop links with local feeder primary schools.
- To assist the MFL Subject leader in developing links with UBS.

**Within the Academy:**

- 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 etc.

## PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
<p><b>PROFESSIONAL ATTRIBUTES</b></p> <ol style="list-style-type: none"> <li>1. Qualified Teacher Status</li> <li>2. First degree or equivalent</li> <li>3. Relevant specialist qualifications and experience in your subject specialism with the ability to teach up to KS4</li> <li>4. Outstanding classroom practitioner</li> <li>5. Commitment to improving practice through reflection, appropriate professional development and through being open to advice and feedback</li> <li>6. Evidence of continuing professional development or relevant research</li> </ol>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

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, students who have special educational needs and those who are More Able and Talented.	✓	
5. A knowledge of current educational developments in MFL and relevant whole school issues	✓	
6. A knowledge of the use of comparative data, together with information about students' prior attainment, to establish benchmarks and set targets for improvement	✓	
7. Experience of inner city/urban school setting	✓	
8. Policy development	✓	
9. Experience of leadership within a team, for example leading on an departmental initiative or development		✓
10. Budget management		✓
11. Recruitment and performance management of staff		✓

<p><b>PROFESSIONAL SKILLS</b></p> <ol style="list-style-type: none"> <li>1. Leadership skills</li> <li>2. Good communication and interpersonal skills</li> <li>3. Ability to work as a member of a team</li> <li>4. Ability to motivate students and to recognise and respond to the diverse needs of learners</li> <li>5. Ability to design opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills within your subject area</li> <li>6. Self-management – the ability to plan time effectively and to organise oneself well</li> </ol>	<p>✓ ✓ ✓ ✓ ✓ ✓</p>	
<p><b>PERSONAL QUALITIES</b></p> <ol style="list-style-type: none"> <li>1. Energy, enthusiasm and a sense of humour</li> <li>2. Ability to relate to students, parents and carers, colleagues and other partners</li> <li>3. A passion for the value your subject can bring to students and a commitment to the ethos of the wider life of the Academy</li> <li>4. Self-management - the ability to plan time effectively and to organise oneself</li> <li>5. Personal impact and presence</li> <li>6. Adaptability to changing circumstances and new ideas</li> <li>7. Energy, vigour and presence</li> <li>8. Reliability and integrity</li> <li>9. Commitment</li> <li>10. Enjoyment of challenge</li> </ol>	<p>✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</p>	

## **MFL Second in Department**

<b>Job start:</b>	September 2018
<b>Salary:</b>	Main Pay Scale/Upper Pay Scale + TLR2b
<b>Location:</b>	South Hackney
<b>Contract type:</b>	Full time
<b>Contract term:</b>	Permanent

Do you want to join a team that believe every child deserves the chance to succeed and will work hard to make sure that happens?

Do you want to join a school that is rapidly improving and is focused on securing excellence for all of our students and staff?

The Bridge Academy is the most improved secondary school in Hackney with progress in the top 10% nationally. We are looking for committed and highly skilled teachers to join our team as we work towards achieving our mission: to ensure that all our students will go on to university or a high quality equivalent, thrive in their chosen field and live a great life.

We are seeking a Modern Foreign Languages - Second in Department, who will be able to teach both Spanish and French up to KS4. The successful candidate will be fully committed to the highest standards in teaching and learning and, will be passionate about making a significant difference in the lives of young people.

If you are up for the challenge, then we would love to hear from you.

### **Key features of working at The Bridge Academy:**

- Our approach to teaching is simple. We share common foundations such as a sensible marking policy and consistent use of language to enable teachers to innovate and use their expertise to teach excellent lessons.
- An effective and supportive behaviour management approach, which expects high standards from students and enables teachers to teach excellent lessons.
- We value our staff and know how important their well-being is. We have a collaborative approach to planning, supportive professional development and are always looking at ways to address workload.

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 complete the online application. We are a highly diverse school and encourage applicants from all sectors of the community to apply.

**The deadline for applications is: 9:00am on Friday 23<sup>rd</sup> March 2018.**

**The Bridge Academy is committed to safeguarding children and all appointments will be subject to receipt of a satisfactory Enhanced DBS check and references.**