



## **Girls' PE 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 **Girls' PE 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.

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

Thank you again for your interest in this post and we look forward to receiving your application by:  
**9:00am on Monday 26<sup>th</sup> February 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 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 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:** Girls' PE - Second in Department

**Reporting to:** PE Subject Leader

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

### **Nature of the role**

The primary objective of this role is to assist the PE Subject Leader in maintaining an outstanding PE department, ensuring high quality learning and teaching, achievement and engagement of all students. The successful candidate will be committed to promoting PE across the Academy, and to working with a range of external partners.

### **Accountabilities of the role**

#### **Strategic Direction and Development of PE**

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

- Lead the development, improvement, effectiveness and efficiency of all areas within the learning and teaching role.
- Create an appropriate vision, provide clear direction, empower and enable others and develop awareness of the 'big picture' as portrayed by national, local and whole school agendas.
- Model good practice and motivate others through supporting, guiding, challenging and valuing their contributions, in particular NQTs and Beginning Teachers.
- Provide leadership and line management to those for whom the post holder has responsibility
- Evaluate the quality of the work of staff and its impact upon the development, progress and performance of students.
- Contribute to the professional development of those operating within areas specifically related to this role.
- Implement rigorous and effective strategies for self-review, planning and continuing professional development.
- Play a key role in developing the Academy's PE provision at Key Stage 5.
- Develop and implement a long term strategy for KS5.
- Lead and coordinate KS5 BTEC Sport
- Track, monitor and analyse development of students at KS5 BTEC Sport
- Play a key role in the development of extra-curricular activities.



## **Teaching and Learning**

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

### **Within PE:**

- 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 contribute to the development, implementation and evaluation of the policies and practice of the academy, including those designed to promote equality of opportunity.
- 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 PE classrooms are purposeful, stimulating and safe learning environments.

## **PERSON SPECIFICATION**

### **Qualifications/Professional Attributes**

1. Qualified Teacher Status.
2. Degree or equivalent.
3. Relevant specialist qualifications and experience in your subject specialism with the ability to teach at all key stages and all abilities.
4. A level teaching experience.
5. Outstanding classroom practitioner.
6. Commitment to improving practice through reflection, appropriate professional development and through being open to advice and feedback.
7. 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. The ability to teach BTEC Nationals in Sport.
3. Evidence of commitment to the principles and policies of equal opportunities.
4. Secure knowledge and understanding of a range of Assessment for Learning strategies.
5. 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.
6. Up to date knowledge of current educational developments in PE and relevant to whole school issues.
7. A knowledge of the use of comparative data, together with information about students' prior attainment, to establish benchmarks and set targets for improvement.
8. The implications of the Special Educational Needs and Disability code of practice.

9. The particular challenges facing many learners in the inner city.
10. Experience of leadership within a team, for example leading on a departmental initiative or development.
11. Policy development and budget management (desirable).
12. Recruitment and performance management of staff (desirable).

### **Professional and Personal Skills**

1. Excellent communication skills.
2. The ability to motivate students and colleagues to recognise and respond to the diverse needs of learners.
3. Self-management, the ability to plan time effectively and to organise oneself well.
4. A willingness to learn new skills and approaches and to share the experience with others.
5. The ability to relate to students, parents and carers, colleagues and other partners.
6. A passion for the value your subject can bring to students and a commitment to the ethos of the wider life of the Academy.
7. Adaptability to changing circumstances and new ideas.
8. The ability to work under pressure and prioritise.
9. Energy, enthusiasm, determination and an insistence on high standards.
10. Personal impact, vigour and presence.
11. Reliability, integrity and commitment.
12. Enjoyment of a challenge.

## **Girls' PE Second in Department**

	Job start: September 2018
<b>Location:</b>	South Hackney
<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 an outstanding Second in Department, to join our dynamic team from September 2018. The successful candidate will teach PE from KS3 – KS5, BTEC Nationals in sport, and play a key role in the development of extra-curricular activities.

This is a great opportunity for an individual who is passionate about attaining the highest standards. 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 Monday 26<sup>th</sup> February 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.**