



**Information Pack  
Art and Design  
Second in Department  
(Maternity Cover)**



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

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Dear Applicant,

Thank you for requesting an Information Pack for the post of **Art and Design - Second in Department (Maternity Cover)**.

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 look forward to receiving your application by the closing date: **9:00am on Tuesday 18<sup>th</sup> July 2017.**

Thank you again for your interest in this position.

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 AND 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 and Support staff, (Inner London Weighting) including recruitment and 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.

### **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 and 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:** Art and Design - Second in Department (Maternity Cover)

**Salary:** Main Pay Scale /Upper Pay Scale + TLR2b

**Reporting to:** Art and Design Subject Leader

### **Nature of the Role**

The successful candidate will be committed to:

- Supporting the Subject Leader in sustaining effective teaching of Art and Design and leading the department in the Subject Leader's absence.
- Raising the attainment of students.
- Evaluating the quality of teaching, the standards of students' achievements and setting targets for improvement.
- Delivering consistently good Art and Design lessons and ensuring students are engaged and enjoy Art and Design.
- Promoting Art and Design across the Academy.
- Working with a range of external parties and stakeholders, including parents, other schools, and local and national partners.

### **Accountabilities of the Role**

#### **Strategic Direction and Development of Art and Design**

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

- Lead the development, improvement, effectiveness and efficiency within the learning and teaching role.
- Model good practice and motivate others through supporting, guiding, challenging and valuing their contributions.
- 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.
- Contribute to the implementation of rigorous and effective strategies for self review, planning and continuing professional development.
- Play a key role in developing the Academy's Art and Design provision at specific key stages.

**Within Art and Design:**

- 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 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 classrooms are purposeful, stimulating and safe learning environments.
- To carry out other duties, commensurate with the post, necessary for the smooth running of the department as required by the Subject Leader and the Senior Leadership Team.

**Within the Academy:**

- To contribute to the wider life of the Academy, including the planning and delivery of enrichment activities such as field residential trips and extra-curricular clubs.

**Signed by Employee:** .....

**Print Name:** .....

**Date:**.....

## PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
<b>Qualifications and Professional Attributes</b> <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 at all Key Stages and all abilities.</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 style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	
<b>Professional Knowledge and Understanding</b> <ol style="list-style-type: none"> <li>1. Thorough knowledge and understanding of curriculum requirements and developments within your subject specialism.</li> <li>2. Evidence of commitment to the principles and policies of equal opportunities.</li> <li>3. Secure knowledge and understanding of a range of Assessment for Learning strategies.</li> <li>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.</li> <li>5. The implications of the Special Educational Needs and Disability code of practice.</li> <li>6. Up-to-date knowledge of current educational developments in Art and Design, relevant to whole school issues.</li> <li>7. The particular challenges facing many learners in the inner city.</li> <li>8. Policy development.</li> <li>9. Experience of leadership within a team, for example leading on a departmental initiative or development.</li> <li>10. Experience of facilitating effective Key Stage 2-3 transition and knowledge of building collaborative partnerships with primary schools.</li> <li>11. Budget management.</li> <li>12. Recruitment and performance management of staff.</li> </ol>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>

	ESSENTIAL	DESIRABLE
<b>Professional Skills</b> <ol style="list-style-type: none"> <li>1. Excellent communication skills.</li> <li>2. The ability to take the lead in developing, implementing and evaluating policies and practice.</li> <li>3. The ability to motivate students and colleagues to recognise and respond to the diverse needs of learners.</li> <li>4. The ability to design opportunities for learners to develop their literacy, ICT (PC and MAC) thinking skills within your subject area.</li> </ol>	* * * *	
<b>Personal Qualities</b> <ol style="list-style-type: none"> <li>1. Energy, enthusiasm, determination and an insistence on high standards.</li> <li>2. A willingness to learn new skills and approaches and to share the experience with others.</li> <li>3. Ability to relate to students, parents and carers, colleagues and other partners.</li> <li>4. A passion for the value your subject brings to students and a commitment to the ethos of the wider life of the Academy.</li> <li>5. The ability to work under pressure, prioritise and manage time effectively.</li> </ol>	*  * *  * *	

## **Art and Design - Second in Department (Maternity Cover)**

<b>Dates:</b>	Apply by 9:00am on 18 <sup>th</sup> July 2017 Job start: November 2017 - 31 <sup>st</sup> August 2018 (The end date may be subject to change)
<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>	Fixed Term

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 15% nationally. We are looking for 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 currently seeking a Second in Department to join our Art and Design team. 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.

**The closing date for applications is 9:00am on Tuesday 18<sup>th</sup> July 2017. As our last day of term is 19<sup>th</sup> July 2017, the interviews will take place at the beginning of the academic year, September 2017.**

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