



BRIDGE ACADEMY

# Religious Studies Subject Leader

Information Pack





## A BRIDGE TO YOUR FUTURE

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

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 6.

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.

Thank you for your interest in this position and we look forward to receiving your application by the deadline set.

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.

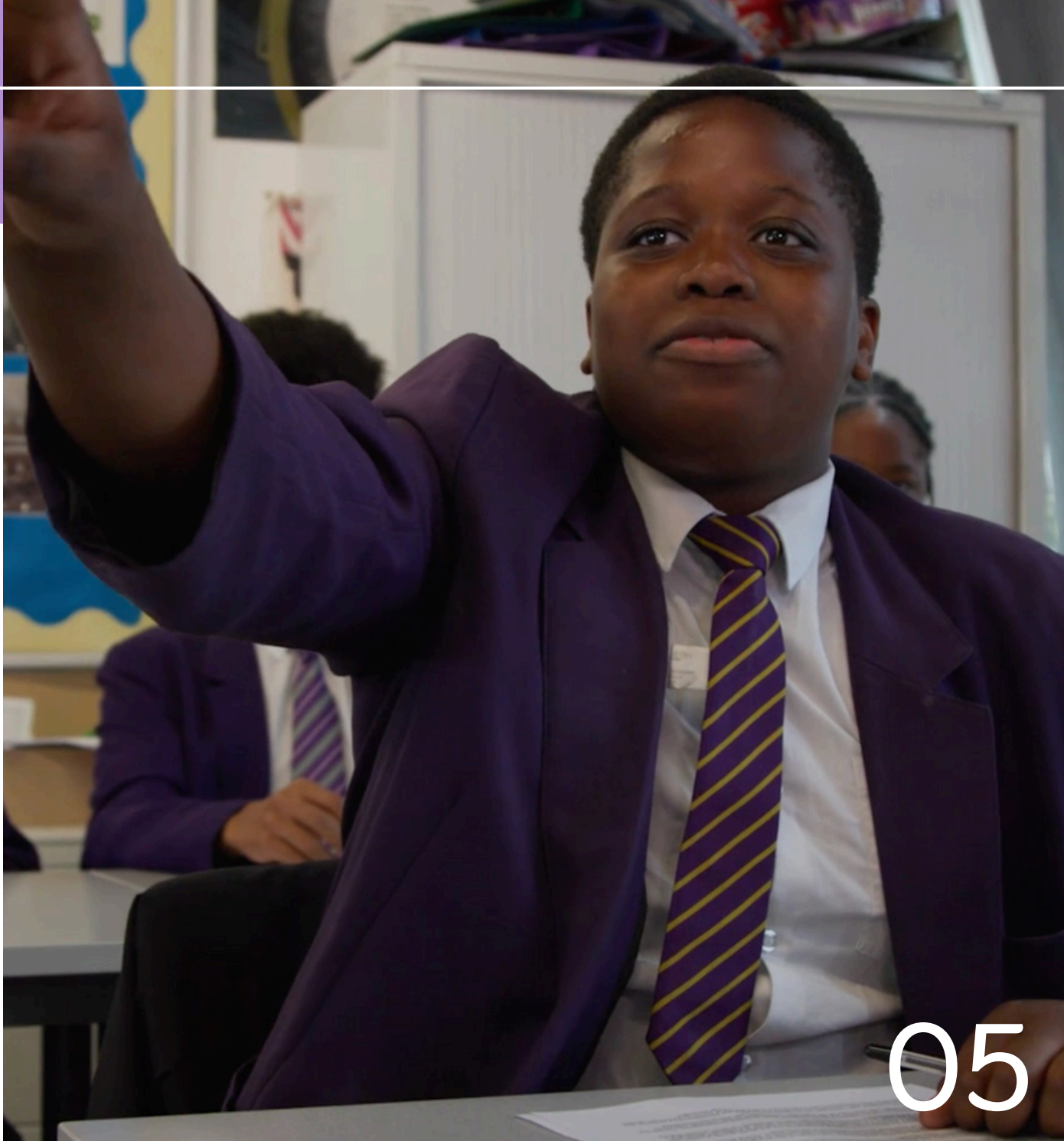
CVs will not be accepted in place of application forms. References and an online search will be sought for candidates at the short-listing stage.

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.

**The appointment 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 section 128 direction check

Please refer to further information on our safeguarding and child protection procedures on our website [here](#)



## 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

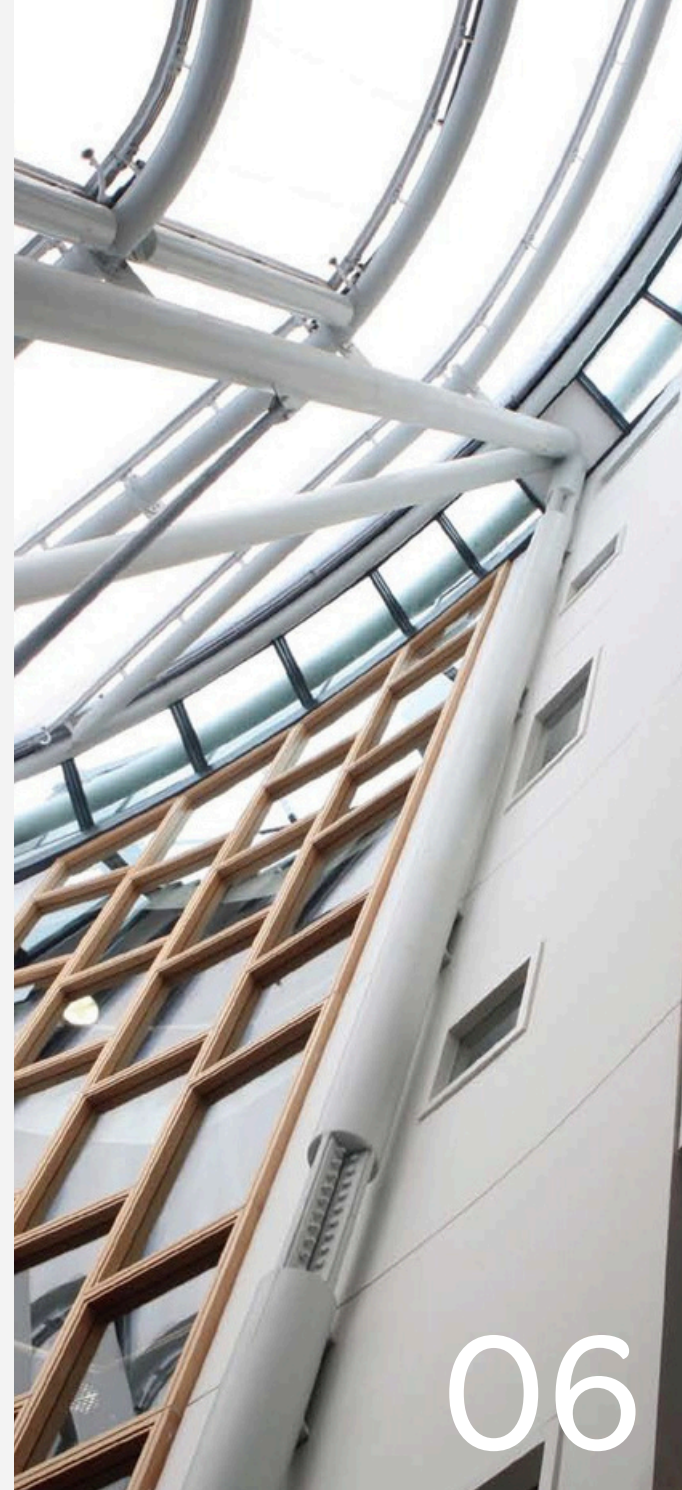
A contribution up to the amount of £30 is paid on behalf of the Academy for staff who require an eye tests. A contribution of £80, is also available towards glasses, for staff who frequently use Display Screen Equipment (DSE) and require glasses solely for this use.

### 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

Post Title:	Religious Studies Subject Leader
Reporting to:	Head of Learning Area
Duration of Post:	September 2025
Annual Salary Scale Point:	Main Pay Scale or Upper Pay Scale Plus TLR2c
Location:	South Hackney



## Accountabilities of the Role

- To support and promote the ethos and values of The Bridge Academy.
- To lead the Religious Studies Team, (currently 1 RS Teacher) ensuring that they consistently reach the highest of standards in all that they do, including the achievement of students in the Subject Areas.
- To ensure that the performance management of staff within the Subject Area is high-quality, challenging and formative, and that any underperformance is dealt with swiftly and effectively.
- To ensure an outstanding curriculum provision which is exceptionally well structured, and enables students to develop an excellent understanding of key facts and processes and a deep understanding of and love for the subject.
- To ensure that all roles and responsibilities within the Subject Area is at the appropriate level, clearly defined and well understood.
- To ensure effective provision and develop outstanding teaching and learning, attainment and progress across the Subject Area.
- To develop outstanding marking across the Subject Area, with a particular focus on impact.
- To keep abreast of developments in Religious Studies to ensure that changes and developments in course content are introduced and delivered in a timely manner.
- To ensure that all assessment within the Subject Area is high quality and robust.
- To have an excellent understanding of the Subject areas' effectiveness, and to make highly effective use of data to set targets and identify and tackle underachievement quickly and effectively.
- To facilitate enrichment opportunities for students as appropriate (for example, extension classes, trips etc).
- To maintain high standards of behaviour in the Subject Area, both in classrooms and on the corridors, and across the Academy as a whole.
- To develop an ethos within the Subject Area where students consistently tackle challenges positively and do not give up.
- To ensure that good relationships are fostered between the Subject Area and parents, which support excellent student behaviour and progress.
- To observe colleagues as part of the Performance Management, Professional Development, ECT or Quality Assurance programmes and give objective feedback, setting targets for improvement where appropriate.
- To execute all duties to a high standard.
- To comply with any reasonable request from SLT or designated representative to undertake work of a similar level which is not in this job description.
- To support the Academy in key events during holiday time (for example, KS4/5 exam results days).



## PERSON SPECIFICATION

### Qualifications and Professional Attributes

- Qualified Teacher Status
- A degree or equivalent.
- Relevant specialist qualifications and experience, with the ability to teach up to KS5.
- Excellent classroom practitioner.
- Commitment to improving practice through reflection, appropriate professional development and through being open to advice and feedback.
- Evidence of continuing professional development or relevant research.

### Professional Knowledge & Understanding

- Evidence of commitment to the principles and policies of equality,
- Secure knowledge and understanding of a range of Assessment for Learning strategies.
- 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.
- Knowledge and understanding of child protection, safeguarding children and promoting the welfare of children.

### Experience and Skills

- Leadership experience and a proven track record of success.
- Proven excellence as a classroom practitioner at secondary level across the ability range.
- Proven track record in improving teaching and classroom practice, bringing about specific improvements for the school by constantly striving for excellence.
- Strategies to engage and inspire students and application of ICT in teaching and learning.
- Department development planning.

- Analysis and application of data to teaching and learning and to inform planning drives and focuses on success.
- Experience of developing and sustaining positive relationship with parents, staff and students.
- Communication and decision-making skills: the ability to make points clearly, understand the views of others and solve problems.
- Self-management: organised, able to think in detail, work efficiently and use a variety of data effectively.

### Personal Qualities

- Commit fully to the Academy mission of ensuring that every student will go on to university or equivalent, thrive in a top job and live a great life.
- Commit fully to the academy values of Hard Work, integrity and Kindness.
- 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, their team and their students.
- Be curious, willing to learn and positive.
- Be able to see the bigger picture and, where required, disagree and commit.
- Be able to inspire and support their team and be able to robustly hold them to account, refusing to accept sub-standard performance.
- Be passionate about high quality teaching and learning and the impact it can have on the lives of young people.
- Understand that the role will be fast paced and challenging and be highly solutions focused and resilient in the face of difficulties.



# Religious Studies Subject Leader

**Job Start:** September 2025

**Annual Salary Scale Point:** Main Pay Scale or Upper Pay Scale Plus TLR2c

**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.

## Do You:

- Believe 100% in a warm/strict approach?
- See developing culture, behaviour and character as a priority for teachers?
- Strive for academic rigour and want to teach using a Direct Instruction approach?
- Prioritise and take responsibility for student outcomes and act accordingly?
- Believe that students from any background can succeed in a school where standards are high enough?
- Never stop trying to improve and view feedback as a gift?

We are seeking to appoint a Religious Studies Subject Leader who is totally aligned to our values of Hard Work, Integrity and Kindness and who strives for Excellence in everything they do. Our mission is to ensure that all students can go on to succeed at a good University, thrive in their chosen field and live a great life. Can you help us to fulfil this?

If so, we could be the Academy for you.

Religious Education at The Bridge Academy caters to all year groups, from Years 7-13. All KS3 students study Religious Studies once a week and it is a popular subject at KS4. Last year, our Progress 8 score was +1.19, which we are immensely proud of and keen to sustain. Leadership at the Academy is extremely supportive of the subject and recognises its importance in students' education. While championing powerful knowledge, the curriculum encourages an exploration of broader philosophical and ethical questions.

Our students are highly engaged with Religious Studies and enjoy a balance of discussions and honing extending writing skills. We are always keen to run a wide variety of trips and visits, when circumstances permit. If you are up for the challenge we would love to hear from you.

To apply for this position, please complete the online application form. Please ensure that you also read our school workforce privacy notice. We encourage applicants from all sectors of the community to apply. The deadline for applications is 09:00am on Friday 6<sup>th</sup> June 2025. However, we will review applications as and when they are submitted, so we advise all applicants to apply as soon as possible.

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.

