

**Make a difference
to the lives of
children and
young people
every day**

Headteacher

The Bridge School

Candidate Information



A member of



"We are a family. There is so much teamwork and collaboration - each person has got something to bring."

Staff Member

The Bridge MAT

The Bridge MAT is an ambitious family of schools which embraces the individuality of everyone, both children and adults. We are committed to get learning right and we're always looking for new and better ways of doing things. Everything is about doing the best for our children and young people.

We place children and young people at the heart of everything we do. We improve lives through innovative and integrated approaches.

Our five values – the 5 Ps underpin our work:

Positivity Passion Pride Partnership Professionalism

These values are central to the success of our family of schools.

Presently The Bridge MAT oversees four schools in London; three special schools and a mainstream primary school. It also operates a Training & Development Service and an Outreach Service. The Bridge MAT also oversees a special school in Norwich.

Another Norfolk school will be joining the Trust in September.

The Bridge School

The Bridge School is one school split into two parts – the Primary School for 2-11 year olds and the Secondary school for 11-19 year olds. It is a special school for children with severe learning difficulties and/or autism based in Islington. Children at the school have difficulties with communication and sensory processing and therefore staff work closely with speech and language therapists and occupational therapists to both minimise barriers to learning and extend skills. There are 240 pupils on roll.

The Bridge Primary has the privilege of enabling children to reach their full potential by exploring what might be possible; meeting them at their stage of learning and designing the curriculum around the individual child. The aim is to create a fun and engaging learning environment where the children feel safe, happy and ready to learn.

The Bridge Secondary offers a highly personalised curriculum, drawing on expertise from the wider professional communities in education, health and care, to ensure the needs of all children and young people in our school are met.

The aim, across the school, is to create meaningful learning experiences for students which enables their participation in the wider community and subsequent transition to life after school. In addition to this, students are encouraged to reach their full potential through building on their unique strengths and interests. This is seen as pivotal in the development of their confidence, self-esteem and resilience.

About the role

If you're an innovative, experienced leader, keen to develop your career within a pioneering MAT, there's no better role for you. Work with us and you'll be part of an ambitious community, offering excellent professional development, creative collaboration and cutting-edge research.

Reporting to the Chief Executive Officer of The Bridge MAT, the position calls for an autonomous headteacher, with the responsibility for the day to day management of the school. You will work alongside a friendly, expert team contributing to developing the existing innovative educational practice and providing inspirational, dynamic leadership for approximately 160 teaching and non-teaching staff.

Benefits

Some of the benefits of working with us are:

- Continual sharing of ideas and practice
- Partnership and collegiality
- An explicit standard of expected practice
- Taking part in research, evidencing best practice
- Receipt of high quality professional development activities
- Opportunities to support other schools, providing system leadership



Job Profile



Role: **Headteacher**

Salary: **L28-32**

Responsible to: **CEO**

The role is a safeguarding post and rigorous checks are undertaken in recruitment and during the term of employment as deemed necessary.

Job Purpose

In addition to carrying out the professional duties of a teacher, the Headteacher will play a major role in the leadership of the school.

They will lead the school and will work in partnership with other school leaders to create a learning institution that meets the needs of pupils with cognition and learning needs.

Main responsibilities

Strategic direction and development

The Headteacher will work with other school managers and the governing body to develop the school strategically, by:

- Contributing to the creation, implementation and development of the school improvement plan (sip)
- Communicating effectively the long, medium and short term objectives of the school improvement plan to staff
- Ensuring that effective organisational and administrative systems which support the aims of the school are in place
- Determining, monitoring, evaluating and reviewing school processes and practices to take account of national, local and school data, inspection and research findings appropriate to the school
- Maintaining liaison and co-operation with other schools and officers of the local authority to ensure that the school is always at the centre of developments that enhance the practices being used in the school

Teaching and learning

The Headteacher will work with other school leaders to create and maintain an environment that promotes and secures good teaching, effective learning and care, high standards of achievement and progress and good behaviour, by:

- Being involved in the monitoring and evaluation of teaching and learning and achievement of all pupils
- Providing clear educational direction for the school
- Contributing to the establishment and maintenance of procedures which promote effective professional practice and define curriculum content
- Implementing the curriculum and assessment policies and schemes of work being used by the school and ensuring that they are flexible enough to meet the needs of all pupils
- Creating and maintaining effective partnerships with parents to improve achievement and personal and social development.

Deployment of staff and resources

The Headteacher will manage the deployment of people and resources efficiently and effectively in order to meet the specific objectives of the School Improvement Plan, by:

- Working with other leaders to recruit and appoint staff
- Working with the Estates and Facilities Manager to ensure that the accommodation efficiently and effectively meets the needs of the curriculum
- Working with the Business Support Officer and Finance Manager to oversee effective administration and control systems for the proper discharge of any administration, finance and HR duties

Leading and managing staff

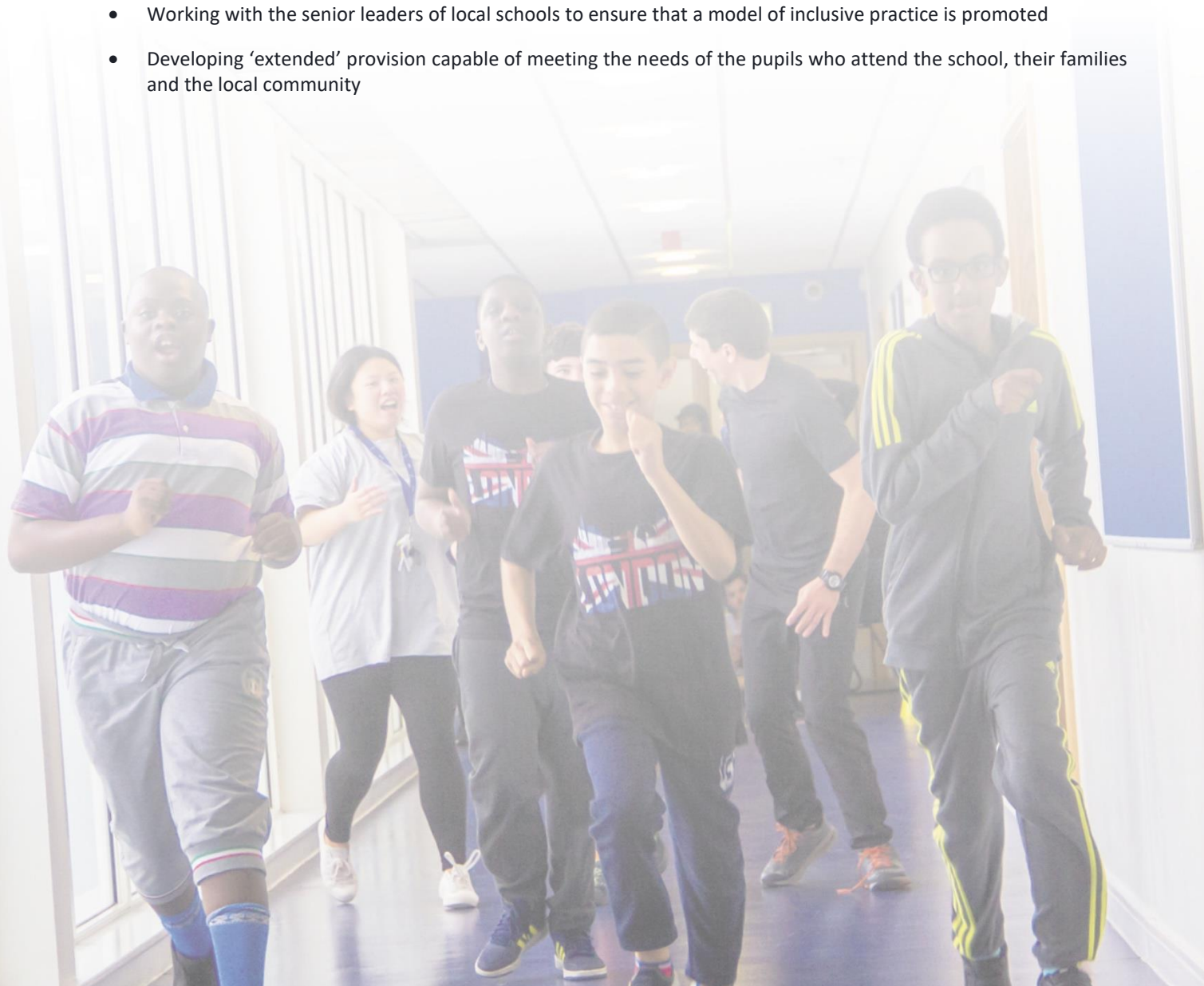
The Headteacher will lead, motivate, support, challenge and develop staff to secure improvement, by:

- Fulfilling performance management duties
- Planning, allocating, supporting and evaluating the work undertaken by staff employed in the school, and by volunteers and students working in the school
- Motivating and enabling other professionals working in the school to carry out and develop their respective roles through oversight of their work in relation to the aims of the school

Community involvement

The Headteacher will work with other school leaders and the governing body to promote the school as a community resource, by:

- Working with the senior leaders of local schools to ensure that a model of inclusive practice is promoted
- Developing 'extended' provision capable of meeting the needs of the pupils who attend the school, their families and the local community



Person specification

The person specification describes the skills, knowledge and experience required to carry out the job and will also be used in the shortlisting and interview processes.

Qualifications

- A good first degree
- Further qualifications in Special Educational Needs or management would be desirable (Advanced Diploma, MA, NPQH etc)
- At least 5 years working at a senior level with pupils with Autism and/or SLD/PMLD

Knowledge, understanding and experience

- Knowledge of what makes good teaching and learning in a special school
- Insight into the needs of pupils with complex needs and autism
- Understanding of the design and management of the curriculum for a wide range of educational needs
- Ability to use research evidence to inform teaching and learning
- Strategies for ensuring inclusion, diversity and access
- Monitoring, evaluating and challenging performance
- Experience of contributing to school self-evaluation

Professional qualities and abilities

- Excellent teaching skills
- High levels of ability to communicate, motivate, lead and manage
- Ability to work as part of a team
- Passion for education and compassion for those charged with the task of educating
- Willingness to undertake further training and research for self and be involved in the training of others
- Willingness to contribute to delivery of activities for the Training & Development Service
- Commitment to inclusion and community involvement
- Determination to ensure equal opportunities and cultural diversity



“This is an innovative school. We have new school buildings, sensory rooms, cutting edge technology...

Also practice is innovative. We try out new ideas and support each other”

Member of Staff at a Trust School



www.thebridgetrust.academy

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