



# Two Bridges Academy

## CANDIDATE PACK TEACHER



Two Bridges Academy has a clear sense of purpose and our vision and values are at the heart of everything we do.

# Letter from the Head Teacher

Dear Candidate,

Thanks for your interest in joining Two Bridges Academy. As a new and growing academy we have a range of opportunities for people who are passionate about making a difference for children and young people with complex SEND, and for their families.

We are seeking candidates who can align with our vision of '*achievement and well-being through excellence*', and who want to join a team of like-minded professionals working collaboratively to deliver that vision. You will be joining an ambitious specialist academy that seeks to challenge and support each and every pupil so that they can achieve their full potential.

Please read on to find out more about the academy and our planned growth. We hope you will be excited by the opportunities we can offer and we look forward to your application.

Carrie Osmond

# Contextual Information

## Enable Trust Schools

School Name	Culverhill School	New Siblands School	Two Bridges Academy	Pathways Learning Centre	New school opening 2027	Trym Valley Opening date TBC
Location	Yate	Thornbury	Alveston	Downend	Cheltenham	Southmead
Age Range	7-16	2-19	2-19	5-16		
Place numbers	135	120	112	170	200	164
Designation	Complex Learning Difficulties	Severe Learning Difficulties & Profound and Multiple Learning Difficulties	Severe Learning Difficulties & Profound and Multiple Learning Difficulties	Alternative Provision	Complex Learning Difficulties	Complex Learning Difficulties

## *Joining Two Bridges Academy means...*

- A welcoming and supportive school community
- An environment of supportive, sustainable school improvement and a culture of reflection
- A committed, motivated and compassionate team who inspire each other to be the best they can be
- Pupils who inspire and encourage us to achieve the best possible outcomes
- Excellent training and CPD and a network of support within Enable Trust
- Opportunities for career progression within the Trust
- A free employee assistance programme.

# About Enable Trust

Enable Trust is a specialist SEND and Alternative Provision (AP) Trust with a vision to deliver the best quality provision for children with a range of complex co-existing special educational needs, and for children and young people who need short term provision as they may be temporarily unable to attend their mainstream school for a variety of reasons.

## *'Achieving More Together'*

The systems that our schools exist in – education, health and social care, need to work together to provide everything that our pupils and families need in order for children to flourish. As a Trust, we are innovative and proactive in this space at the interface of education, health and social care, in order to advocate for our children and their families, pressing forwards in purposeful, authentic strategic system leadership that is needed to pioneer positive change and improvement for all our children.

We are a values-based organisation, with collaboration at the heart of our approach. We value inclusion and diversity, strong relationships within our communities and foster a sense of belonging for all. We will challenge systems that need improving, and advocate for our children and families. Having a rich, holistic and inquiry-led approach to learning is a value that puts pupils' outcomes at the centre of what we do, along with valuing evidence-based practice.

The work of our staff transforms the lives of our pupils and their families. We value the talent, commitment and care that every member of our team brings to their role. We foster a culture of respect, trust and mutual support where diversity is celebrated, and every voice has the power to shape our HR strategy and priorities.

Staff well-being matters deeply to us, and our policies are designed to be compassionate, fair and supportive. We also recognise that career aspirations differ. Through high quality professional development and clear career pathways we create an environment where everyone is able to reach their full potential. We are proud to be a people-centred organisation – always learning, evolving and striving to do better for our pupils, our people and the communities we serve.

# Investing In Our People

We are committed to the growth, well-being and excellence of our staff. Our dedicated and highly skilled workforce is growing to support our expansion. We have 255 employees, increasing to approximately 350 within a year. We are proud of our team culture, home-grown talent, SEND expertise, cross-trust working, and our employee retention.

At Enable Trust, we are deeply invested in cultivating a positive and supportive culture where everyone can thrive both professionally and personally. We take immense pride in our staff and are investing heavily in professional development and succession planning. This ensures our talent management is aligned with our strategic needs and provides all team members with access to meaningful career progression opportunities and high-quality CPD.

Staff well-being is a key priority for us. We actively listen to our employees to understand what matters most and continuously enhance our offer to support their needs. In line with our strategic objectives and growth trajectory, we are also updating our Workforce Plan to ensure we have the capacity and capability to deliver on our vision effectively.



# Role Overview

Teacher,

**32.5 hours per week, Monday to Friday, 8.45am-3.45pm, term time only plus 6 Inset Days, Permanent.**

**Salary: Main Scale/Upper Pay Scale + SEN Point, plus generous sick pay and pension scheme.**

## About Us:

Two Bridges Academy is a specialist SEND school that opened in September 2024 and, in a short time, has established an exceptional educational offer for our pupils. As we move towards our final phase of growth in September 2026, we are now seeking to expand our teaching team.

We are designated as a provision for pupils with SLD and PMLD, with a large proportion of our cohort having ASC or SLCN identified as the primary need on their EHCP. Our provision is carefully adapted to meet the diverse needs of all pupils.

We are looking for Teachers who understand the needs of pupils with these complex SEND needs and share our passion for fostering a learning environment which nurtures, challenges and celebrates every pupil.

## Role overview:

As a Teacher, you will have a vital role in making a positive impact on the lives of our students and their families. You will achieve this by planning, delivering, and assessing our holistic curriculum, which is designed to support students in achieving their planned goals, improving communication and social skills, accessing therapeutic support, and overcoming barriers to learning.

You will provide strong leadership and direction to the class team to ensure systems are in place which allow the class to operate smoothly and to support pupils to navigate the school day.

You will also foster strong relationships with families and offer professional support in a compassionate and effective manner.

## Why join us?

- We are a positive and energetic team that values support and collaboration.
- You will contribute to the growth and development of a new expanding school.
- You will work in a purpose built provision with specialist facilities.
- You will receive a comprehensive programme of induction, training and support.
- Daily Staff Professional Time (non-contact time) is built into your contracted hours.
- Most importantly, you will gain memorable experiences of supporting pupils to learn and develop their independence and self-confidence.

# Job Description

<b>Job Title:</b>	SEN Class Teacher
<b>Salary/Range:</b>	Main Scale/Upper Pay Scale + SEN Point
<b>Location:</b>	School-based
<b>Responsible to:</b>	Headteacher
<b>Responsible for:</b>	Class based support staff
<b>Important Functional Relationships: Internal/External</b>	Other school and trust staff, parents/carers, visiting professionals, local authority officers

## Expectations of the Postholder:

The post holder is required to undertake the following duties for which in the context of a school for pupils with severe learning difficulties and SEN point 1 will be paid. A second SEN point will be awarded after one year or on appointment based on sufficient experience of teaching pupils of Severe learning difficulties to merit this.

Enable Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment.

## Main Purpose

The teacher will:

- fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document and meet the expectations set out in the Teachers' Standards.
- carry out the professional duties of a teacher, secure high-quality teaching and learning, effective resources and improved achievement and outcomes for all pupils
- create a positive ethos for learning and ensure a pastoral ethos in accordance with the core values of the school and trust.
- ensure every child has access to high quality teaching and learning and have a strong commitment to raising standards and educating the whole child,

## Key Responsibilities

- Develop and adapt teaching methods and learning activities to meet the individual needs of the pupils in accordance with their EHCP and to ensure pupil progress is made.
- Produce a timetable, under the guidance of the Headteacher and plan appropriate lessons that deliver a broad and balanced curriculum.

- Effectively write and implement the school's schemes of work in to ensure pupil progression through the key stages of the curriculum and to organise teaching and learning experiences for pupils which differentiates work for them within the context of these schemes.
- Where necessary, assist pupils to manage their own behaviours and engender those qualities that the school identifies as important.
- In specific relation to children who may exhibit aggressive or challenging behaviour to themselves or others, follow the written behaviour management programmes and record any incidents, in accordance with those programmes.
- Demonstrate a consistently high standard of classroom management and practice and teach within the framework of the school policies and guidelines.
- Lead, organise and direct class support staff.
- Take responsibility for assessment and monitoring of pupil development, using the school's systems and frameworks and reporting formally and informally on pupil progress.
- Implement and evaluate curriculum, behaviour support plans, and assessment tools by keeping appropriate records and referring continuously to both EHCP and academic progress.
- Promote good communications with parents/carers.
- Attend regular class and school meetings as required.
- Undertake work-based risk assessments and fully implement strategies designed to effectively manage risk.
- Understand and implement the duties and responsibilities arising from the Children Act 2004 and the Equality Act 2010.

### **Safeguarding**

Safeguarding and child protection have the highest possible profile across our Trust. All post holders have a responsibility to ensure children and young people are protected from harm. In order to fulfil this requirement the post holder must:

- Be subject to an enhanced Disclosure and Barring Service (DBS) check to satisfy child protection requirements. The post is exempt from the provisions of the Rehabilitation of Offenders Act and all convictions or cautions must be declared.
- Complete an induction which includes safeguarding and child protection procedures and guidance.
- Promote and safeguard the safety and welfare of children in accordance with the trust's Safeguarding and Child Protection and Behaviour Management policies.

- Behave in a way which fully promotes the school and trust's safeguarding ethos. The post holder will be expected to act as an adult role model and support school policies when dealing with pupils or visitors to the school.
- Undertake regular training organised by/for the school/trust in relation to safe handling of children and safe management of children who may exhibit challenging behaviour and operate according the school and national procedures in relation to this, taking guidance from staff that hold specific responsibilities for these areas.
- Report any concerns regarding safeguarding and child protection to the Designated Safeguarding Lead immediately.

### **General**

- To undertake professional development and enhance subject and specialist knowledge as appropriate.
- The post holder has a responsibility for their own health and safety at work and that of others ensuring they have received adequate training for any activities they undertake as part of their job role.
- To make a positive contribution to the life of the school and the trust.
- To carry out other appropriate activities as directed by the Headteacher.
- To be accountable to the Headteacher in all of these aspects.

### **Core Expectations**

- Staff should recognise that as the Trust develops, job roles may need to change focus and job descriptions will be reviewed accordingly. Staff need therefore to be flexible in their approach to accommodate the changing needs of the Trust and to participate fully in professional development which supports this.
- All staff in Enable Trust must adhere to and actively support school and trust policies.

### **Special Notes or Conditions**

- This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive definition of the post but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties. In addition you may be expected to take part in any other reasonable duties which may be required.

# Person Specification

Qualifications and Training		
<ul style="list-style-type: none"> <li>• A relevant bachelors degree</li> <li>• Qualified teacher status</li> <li>• Evidence of CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant training in SEND and autism/ communication and interaction needs</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificate</li> </ul>
Teaching Experience		
<ul style="list-style-type: none"> <li>• Teaching learners of different ages with a range of special education and learning needs</li> <li>• Evidence of outstanding teaching practice</li> <li>• Teaching Literacy and Numeracy to pupils with SEND</li> <li>• Expertise in enabling SEND pupils to develop their communication, personal, emotional and social skills</li> <li>• Ability to monitor, assess, record and report students progress</li> <li>• Ability to motivate, engage and inspire pupils with a wide range of needs and abilities</li> <li>• Effective teaching and learning strategies that meet individual needs including the use of Assessment for Learning and Engagement in Learning</li> <li>• Experience of directing and working collaboratively with support staff</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching in an SEN school or SEN resource base</li> <li>• Contributing to/writing EHCPs</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Supporting statement</li> <li>• References</li> <li>• Interview</li> </ul>
Knowledge		
<ul style="list-style-type: none"> <li>• The theory and practice of personalising learning to effectively meet the needs of individual students.</li> <li>• The monitoring, assessment, recording and reporting of pupils' progress</li> <li>• The statutory requirements regarding Equal Opportunities, Health &amp; Safety, SEN and Child Protection. Knowledge, understanding of, and enthusiasm for child development, including language development.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the needs of pupils with Severe, Profound and Multiple Learning Difficulties and Autism</li> <li>• The use of technology for student learning and in enabling access to teaching, learning and the environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting Statement</li> <li>• Interview</li> </ul>

Personal Attributes and Skills		
<ul style="list-style-type: none"> <li>• Effective communication both written and verbal including emotional literacy</li> <li>• A commitment to promoting professional standards</li> <li>• Able to develop strong professional working relationships and work in a team</li> <li>• Ability to form effective relationships with pupils, parents, staff and other members of the school community</li> <li>• Solution focussed approach to challenge</li> <li>• Excellent behaviour management and the ability to manage stressful and challenging situations in a calm and controlled manner</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Good IT skills</li> <li>• Reliability and integrity and a commitment to maintaining confidentiality at all times</li> <li>• Use of effective strategies to monitor and motivate learning.</li> <li>• Able to create a calm, positive, yet challenging and effective learning environment.</li> <li>• Approachable, patient and empathetic.</li> <li>• Highly organised, yet adaptable and flexible to change</li> </ul>		<ul style="list-style-type: none"> <li>• Supporting statement</li> <li>• References</li> <li>• Interview</li> </ul>

# How to Apply

We recommend that you speak with Carrie Osmond (Headteacher) before applying.

To arrange a conversation, please email [office@twobridgesacademy.org.uk](mailto:office@twobridgesacademy.org.uk).

Please complete an application form, including a supporting statement. In your statement, ensure you outline your reasons for applying, how your skills and experience equip you for the role, and how your application aligns with the job description and person specification.

*Please note: We do not accept applications by CV.*

All applications must be made online via the Eteach website.

We are an equal opportunity employer that values and promotes diversity. We do not discriminate and embrace individuals from any background, gender identity, race, age, sexual orientation, physical or mental ability, ethnicity, or any other aspect that makes them unique.

Enable Trust is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. We expect all staff and volunteers to share this commitment.

