



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

**Assistant
Headteacher
The Bridge Easton**
Candidate Information



A member of



Family of Schools

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

Trust 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 Development Centre and an Outreach Service. The Bridge Easton is the first school the MAT will be opening outside of London.

The Bridge Easton

The Bridge Easton is a new all age special school. The school opened in January 2023 with 46 pupils, growing to 100 in September 2023. The growth plan will see the school reach 170 pupils over the next three years. The school is a complex needs school catering for pupils with learning and cognition needs and autism. Within the school we have The Base, this is a learning area where we can offer bespoke provision for children who are not able to access the provision within a main school classroom.

As a school we work with children, their families and other professionals within education, health, and care to support our children and young people to have a successful journey through their education. We are creating a safe, friendly, caring, energetic and fun school. The new building supports our class teams to be able to inspire and nurture our children and young people, meeting their individual needs. We have specialist facilities such as sensory and soft play rooms. All primary classrooms have their own external enclosed courtyard with access to the school outside play areas.

The school itself is a newly designed and constructed building on the edge of the village of Easton and adjacent to the Easton Campus of City College Norfolk.

About The Role

If you're an innovative, experienced leader, keen to develop your career within a pioneering Trust, 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.

The post is line managed by the Headteacher. You will work alongside a friendly, expert team contributing to developing the existing innovative educational practice and providing inspirational, dynamic leadership for Bridge Easton team.

- Develop each pupil's communication skills to their full potential, equally valuing all ways of communicating.
- Provide a tailor made, flexible curriculum addressing the individual needs of every pupil.
- Ensure that pupils learn and interact in a caring, happy, safe and secure environment.
- Provide a curriculum and environment which facilitates and develops pupils' independence.
- Believe in the importance of friendships and encourage good, trusting relationships throughout the school and in the community.
- Provide the guidance and support needed to build confidence, self-esteem and independence.
- Involve pupils, their parents, therapists, family and other professionals in decision-making.
- Maximise inclusion opportunities within community and peer group settings.

Some of the benefits of working with us are:

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



Job Profile

Role: Assistant Headteacher

Salary: L10 - 14

Responsible to: Headteacher

Responsible for: Teachers, TAs and other relevant staff within the School. Curricular development; collating data and monitoring progress; maintenance of resources, equipment, classrooms and displays.

Job Purpose

The Assistant Headteacher will play a major role in the leadership of the school, supporting with the day to day running of the school as well as shaping the strategic direction for future school development.

The Assistant Headteacher will work in partnership with other school leaders to create a learning institution that meets the needs of all pupils. The post holder will take the lead for two or three areas of school development and priority work.

Main responsibilities

- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher.
- To raise standards of pupil attainment and achievement across the curriculum and be accountable for pupil progress and in all aspects of their development.
- To monitor and support the overall progress and development of pupils, including attendance using SIMS or other relevant MIS.
- To be accountable for leading, managing and developing a subject/curriculum area, including to develop and enhance the teaching practice of others.
- The effective management and deployment of teachers and support colleagues.
- To demonstrate sustained high quality of performance in respect of school leadership and management and pupil progress.
- To work with colleagues to formulate aims and objectives which have coherence and relevance to the needs of pupils and to the aims and objectives of the school.
- To oversee work with other leaders to ensure planning activities reflect the needs of pupils and the school.



- To provide the Headteacher with timely and accurate data as required and assist in the use of analysis and evaluation of performance data.
- To write accurate, timely and objective reports for a variety of audiences, sometimes at short notice, using standard school formats.
- To support staff in the application of ICT.
- To oversee the effective management of reporting.
- To keep up to date with national developments in curricular development and assessment, teaching practice and methodology.
- To work with the Headteacher to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To line manage and act as an appraiser for Performance Management Reviews.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To actively participate/lead in the School's CPD and ITT programme.
- To assist in the process of the setting of targets and to work towards their achievement; to ensure all staff are familiar with its aims and objectives.
- To participate in monitoring and evaluation in line with agreed school procedures to include evaluation against quality standards and performance criteria.
- To assist in the production of evaluation of reports on attainment, performance including the use of value-added data.
- To ensure effective communication with the parents of pupils including the management of permissions e.g., school literature/websites etc.
- To contribute to the school liaison, promotion, and marketing activities.
- To contribute to the development of effective links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events in partner schools and the wider community.
- To teach classes/groups.
- To model quality teaching.
- To support teachers in their planning.
- To fully support the implementation of the Behaviour Management system so that effective learning can take place.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and pupils to follow this example.
- To attend meetings, representing the school, as agreed with the Headteacher.
- To support the school in meeting its legal requirements for worship.
- To undertake any other duty as specified by STPCB not mentioned in the above. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Person Specification

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

Education and Qualifications

A good first degree

QTS

Desirable – qualification in leadership and management

Experience

Excellent practitioner – able to lead by example

Good track record of effective leadership of teams

Ability to use research evidence to inform teaching and learning

Desirable - experience of contributing to school self-evaluation

Desirable – senior leadership experience

Knowledge

Insight into the needs of pupils with complex needs and autism

Knowledge of assessment requirements for all pupils

Detailed knowledge of implementation of the curriculum -
Understanding of the design and management of the curriculum
for a wide range of educational needs

An understanding of the factors which affect behaviour

Understanding of current educational legislation and its impact on
schools and their wider communities

Skills

Excellent classroom management skills

Ability to inspire and manage a team

Good ICT capability

Good interpersonal skills - High levels of ability to communicate,
motivate, lead and manage

Good listening skills and a counselling approach to education

Ability to delegate effectively, initiate and coordinate developments,
and manage and implement change successfully

Professional Qualities and Abilities

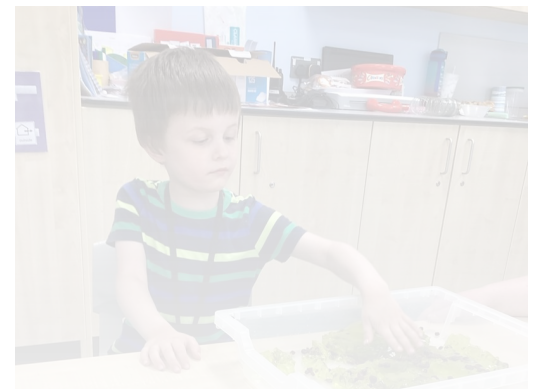
Ability to work as part of a team

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

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



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The Bridge Easton School

The Bridge Easton School

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