



BRIDGE ACADEMY

Sociology Teacher Information Pack



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

| Hard Work | Integrity | Kindness |

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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 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.

Thank you for your interest in this position and we look forward to receiving your application by **9:00am on Tuesday 9th March 2021**. The application documentation should be submitted to Priscilla Agyare, Human Resources Manager: Priscilla.agyare@bridgeacademy.hackney.sch.uk.

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.

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.

Barbican Card

<http://www.barbican.org.uk/>

The Barbican card through UBS, is free for all staff members who request it. It provides a variety of benefits and discounts:

- Unlimited free access to Art Gallery exhibitions for all staff members and a guest
- 25% off standard price first run and regular release cinema tickets*
- 25% off selected theatre and music productions*
- 15% off food and drink at all Barbican restaurants, bars and cafes
- 15% off purchases at the Barbican shops
- Access to the Members Lounge with up to 3 guests (pre-booking recommended)

*Subject to availability. A maximum of 2 tickets can be purchased per booking.

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 25-39% 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 £25 is paid on behalf of the Academy for staff who require an eye tests. A contribution of £60, 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.

Gift Vouchers for 100% Attendance

We really value the commitment of our staff members and as a token of this, each term staff who have achieved 100% attendance are included in a prize draw, offering them the prospect of winning vouchers from top stores.

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, 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
- Provides both Cisco training and Microsoft in-house

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:	Sociology Teacher
Annual Salary:	Main Pay Scale or Upper Pay Scale
Reporting to:	Sociology Subject Leader

Scope of the role

The successful candidate will be committed to:

- Delivering consistently good lessons.
- Ensuring students are engaged with and enjoy Sociology.
- Raising the attainment of students and promoting Sociology across the Academy.
- Working with a range of stakeholders, including parents, other schools and local and national partners.

Students: planning, delivery and development of the Sociology curriculum and enrichment activities.

Staff: working with the Sociology Subject Leader and other subject areas to ensure that Sociology contributes to the ethos of the Academy and promotes the profile and status of the subject.

Other: engagement with Academy curriculum initiatives, particularly those pertaining to Sociology, including enrichment activities and cross-curricular planning.

Accountabilities of the role

1. To ensure the potential of all students is fulfilled by planning and delivering stimulating and challenging lessons which meet the needs of all learners.
2. To maintain high expectations of students' behaviour and achievement, and to establish excellent relationships with students.
3. To monitor and record the progress of students using Assessment for Learning strategies and in accordance with Academy assessment policies.
4. To maintain an up-to-date knowledge and understanding of developments within Sociology.
5. To work under the direction of the Sociology Subject Leader to develop the curriculum.

6. To contribute to the development, implementation and evaluation of the policies and practice of the Academy, including those designed to promote equality of opportunity.
7. To contribute to the wider life of the Academy, including the planning and delivery of enrichment activities such as field and residential trips and extra-curricular clubs.
8. To contribute to and build partnerships with parents, community groups and local organisations.
9. To play a key role in supporting the development of the Academy's Sociology provision.
10. To ensure the Sociology classrooms are purposeful, stimulating and safe learning environments.
11. To undertake other duties, appropriate to the post, as may be reasonably required from time to time by the Sociology Subject Leader, Head of Learning Area or Senior Leadership Team. This is a standard JD and revisions can be made at any time.

JOB SPECIFICATION

Qualifications & Professional Attributes

1. Qualified Teacher Status
2. First degree or equivalent.
3. Relevant specialist qualifications and experience in your subject specialism with the ability to teach up to key stage 5.
4. Excellent classroom practitioner.
5. Commitment to improving practice through reflection, appropriate professional development and through being open to advice and feedback.
6. Evidence of continuing professional development or relevant research.

Professional Knowledge and Understanding

1. Thorough knowledge and understanding of curriculum requirements and developments within your subject specialism.
2. Evidence of commitment to the principles and policies of equal opportunities.
3. Secure knowledge and understanding of a range of Assessment for Learning strategies.
4. Secure knowledge and understanding of how to make effective personalised provision for all students, including those for whom Sociology is an additional language and students who have special educational needs.
5. The implications of the Special Educational Needs and Disability code of practice.
6. Up-to-date knowledge of current educational developments in Sociology relevant to whole school issues.
7. The particular challenges facing many learners in the inner city (Desirable).

Professional Skills

1. Excellent communication skills.
2. Ability to motivate students and colleagues to recognise and respond to the diverse needs of learners.
3. Ability to design opportunities for learners to develop their literacy, ICT (PC and MAC) thinking skills within your subject area.
4. Able to work under pressure, prioritise and manage time effectively.

Personal Skills

1. Energy, enthusiasm, determination and an insistence on high standards.
2. A passion for the value your subject can bring to students and a commitment to the ethos of the wider life of the Academy.
3. A willingness to learn new skills and approaches and to share the experience with others.

Post: Sociology Teacher
Annual Salary: Main Pay Scale or Upper Pay Scale
Job Start: September 2021
Location: South Hackney
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 consistently excellent for GCSE and A level, and our superb personal development offer means that over the last three 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.

Why choose us?

- Excellent student behaviour and highly supportive Senior Leadership Team.
- An achievement-oriented culture where students work hard and it is cool to be smart.
- A warm/strict approach, meaning that our high standards do not come at the expense of inclusion.
- The belief that teaching must be a sustainable profession: clear systems and structures, sensible approach to feedback and no 'late night culture'.

We are seeking a Sociology Teacher who is totally aligned to our values of Hard Work, Integrity and Kindness, and completely committed to our mission: to ensure that every student will succeed at a good university or equivalent, thrive in their chosen field and live a great life.

The Sociology department is an important and growing part of the Academy's Sixth Form offer, with large numbers of enthusiastic, committed and hard-working students studying the subject every year. Sociology is part of a range of Social Sciences that are offered at A-level, and as a teacher in that team you will be working alongside other subject leaders and teachers to ensure excellent teaching for our students. If you are a passionate subject specialist who wants to make a profound difference to the lives of your students, we would love to hear from you.

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.

To apply for this position, please download and complete the application form and the additional information and monitoring form. Please ensure that you read our school workforce privacy notice. The application documentation should be submitted to Priscilla Agyare, Human Resources Manager: Priscilla.agyare@bridgeacademy.hackney.sch.uk. We encourage applicants from all sectors of the community to apply. **The deadline for applications is: 9:00am on Tuesday 9th March 2021.**

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