



Outcomes Focused, Child Centred



Bridge Manager Recruitment Pack

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Welcome from the Chief Executive

On behalf of the Northern Education Trust Board, welcome to the Northern Education Trust.

We are unswerving in our commitment to ensure that the outcomes our young people secure prepare them fully for life beyond school. Our Academies are happy and thriving communities where children both achieve and feel safe and cared for. As an inclusive Trust we strive to help young people overcome any barrier to learning.

We are a caring employer and invest heavily in professional development, allowing our staff opportunities to take the next steps in their career. We hope you find our website holds all the information you need to believe that whether you are a parent or prospective employee, your next steps should be taken with us.

Welcome from the Principal

I am delighted to offer you a warm welcome to Northern Education Trust, The Blyth Academy. As one of the most improved schools in Northumberland 2019, I am thrilled to say that this is only the start of the regeneration of our Academy; it is a fantastic time to be part of our community. At The Blyth Academy, we place students at the centre of everything we do, we are unashamedly focused on the educational outcomes of our students and deem that our students deserve to achieve the very best grades that they are capable of.

“We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.” Northern Education Vision.

English & Mathematics are the cornerstones of our curriculum model as we believe attaining a strong pass in these subjects will open up our students’ life chances, giving them the opportunity to access a variety of post-16 opportunities. However, our curriculum does not stop there, our students will be taught more than just course content; we will ensure students develop the skills needed to become an independent, lifelong learners. We will give them every opportunity to succeed in a huge variety of activities in and out of the classroom, including cultural events, sporting activities and community projects.

It is important to us that our students are happy, confident learners. Our Academy is justly known for the high quality pastoral care that sits at the heart of our pursuit of excellence and guides every aspect of Academy life. This is the result of a stable, dedicated and highly effective team of staff ensuring that pupils have the support they need throughout their school life.

As an outward facing Academy we welcome visitors, please get in touch if you would like to see the Academy in action. I look forward to showing our achievements so far and the future we hold.



Donna Park
Principal

Introduction to The Blyth Academy

The Blyth Academy is a small sized secondary school. It is an 11-16 academy with 769 students currently on roll. The majority of pupils live in areas containing significant pockets of deprivation characterized (10% most deprived areas in the country) by high unemployment, an inadequate employment base, low average income levels, poor physical and mental health and a degraded urban environment.

The proportion of disadvantaged pupils is significantly above the national average (58% v 28%) and is the number currently in receipt of free school meals (44.5% v 14.1%). The Blyth Valley has some of the lowest rates of people in employment in the United Kingdom at 69.6% in comparison to the national average of 75.8%. This coupled with the high numbers of claimants for out of work benefits (7.2% in Blyth compared to 5.1% nationally), suggests that there are low levels of aspiration amongst the families whom send their students the Academy.

Pupils within our Academy are mainly white British, with only 3% of pupils having EAL, compared to 16.9% nationally. SEN support students are lower than national at 9.5%. Those requiring an EHC plan are slightly above the national at 1.1%.

Historically, outcomes at The Blyth Academy have been inadequate; students were failed. At Northern Education Trust we make decisions based upon what is best for the children in our Academies. We have unashamedly focused upon outcomes in English and Maths. By doing this we enhanced the life chances of the children in Blyth and have given them the skills, knowledge and qualifications to access a wide range of opportunities in the future.

As a result, outcomes over the past two years in English and Maths have rapidly increased and are now above that of the national average. 65% of students have now achieved grade 4+ in both English and Maths was 42% achieving grade 5+ in both. The increase in progress 8 to 0.18 demonstrates the evolution of the curriculum, which is ambitious, inclusive broad and balanced and meets the highest of expectations for all of our learners.

We are proud that Ofsted commented on our outcomes focused, child centred approach, 'Pupils enjoy coming to school and they feel safe. They say staff look after them and want the best for them. Pupils know that they can be themselves and so they accept others for what they are.' Ofsted October 2019.

Northern Education Trust

Our Vision

We constantly focus on standards as we understand outcomes are paramount. Our decision making is driven entirely by what is best for children. By doing this we enhance the life chances of the children and young people in our care.

The 10 values which underpin our vision:

1. We care passionately about the education and welfare of young people
2. We believe that all young people, irrespective of background or ability will be successful in our Trust
3. We are not and will never be selective. We believe that local schools are for all children
4. We are always inclusive. Our mechanisms to support the most vulnerable child to succeed and overcome barriers to learning are a key aspect of our work
5. Our approach to education recognises that outcomes are paramount and also allows children to gain experiences and values which prepare them fully for life in modern Britain. This includes workplace skills and appropriate advice for future progression
6. We have high expectations of behaviour
7. We adopt the local authority admissions protocol and work closely with them
8. We would always wish to act in such a way that has a positive effect on a neighbouring school or community. We care passionately about children in all schools, not just our own
9. That all employees act with integrity and embrace the value that 'we are the Trust'
10. We work regionally and nationally to develop approaches to MAT improvement that influence the wider school-led system

Enrichment

Below are examples of Enrichment sessions running weekly within our academy

| | |
|-----------------------------|---|
| OLC Study Club | A great place to complete homework, research, work collaboratively and use the ICT facilities. This club runs every night with free hot chocolate and biscuits) |
| School of Rock | There is a space in the school band for anyone and everyone who is interested in learning to play an instrument, performing or learning about the production side of show business. |
| Mr Taylor's Flying Circus | If we can make it fly then it is part of our club. Launching rockets, modelling aircraft and flying model planes. This club will start in January. |
| Basketball | Open to all students. Coached in partnership with the Newcastle Eagles. |
| Ceramics Club | An art club looking at designing and sculpting ceramics. |
| The Duke of Edinburgh Award | Open to students in years 9 – 13, following the Bronze, Silver and Gold awards. Be part of an internationally recognised award. |
| Boys Football | Open to all year groups. Open all year round on the 4G Pitch |
| Girls Football | Coached in partnership with the NUFC foundation |
| Dance | Dance club runs on 2 nights. Examination Dance and Core Dance. See the timetable for details |
| Cooking club | One of our most popular clubs. Come and learn how to cook a range of dishes from around the world. |
| Creative writing | An opportunity to develop and explore through creative writing. |
| F24 Car club | We have a F24 electric car! Students have built this car and been involved in a competitive race at croft racing circuit. This year we plan to make the car faster, lighter and more aerodynamic. |
| Rugby | Coached in partnership with the RFU. Open to boys and girls. See the enrichment timetable for more details. |
| Trampolining | A very popular club which is open to all students. Come along for bounce of 1 of our 4 trampolines. |
| Cycling | The Blyth Academy cycle club. Come along to learn how to ride, fix and maintain all bikes. This club offers regular cycle rides and trips. |
| Zoo Keeper Club | Learn through experience with a range or animals, reptiles and insects. This club offers a trip to Kirkley Hall Zoo at the end of the year. |
| STEM Club | Bringing all aspects of science, technology, engineering and maths together. Based in a science Lab. |
| Student Ambassadors | Have your say. Be part of the student Ambassadors. Help to raise money, act as the student voice and work to contribute to the sustainability of our Academy. |

| | |
|----------------------|--|
| Netball | Open to all years. At peak times this club will run on 2 nights per week. Check the enrichment timetable for more details. |
| Heggerty Maths Club | |
| Computer Coding Club | Learn to code. Using a range of languages code and develop software and games on a number of different hardware platforms. |
| Rounders club | This club runs through the summer term |
| Cricket Club | This club runs through the summer term |
| Athletics club | This club is run by an external athletics coach |
| Badminton | Open to all year groups. This club is run by Active Northumberland. |

Student attendance at Enrichment is tracked to all clubs and work towards prizes (Bronze, Silver, Gold and Platinum)

The Application Process

Thank you for your interest in this role within The Blyth Academy.

The information, job description and person specification have been provided to help you decide whether you wish to apply and, if so make an effective, good quality application.

Please take the time to match your skills, experience and aspirations against these when reaching your decision.

The Application Form

It is important that you complete all sections of the form and you provide full accurate information in each section. CV's will not be accepted.

After the closing date all applications will be examined and shortlisting will take place. You will be notified at this point if your application has been unsuccessful by email or you will be invited for interview.

Details of interviews and any required tasks that you may need to prepare for will be sent to you. At this point references will be sought if permission has been given

On the day of interview, you will also be asked to bring various forms of identification and original certification as declared on your application.

Post interview

You will be contacted to advise if you have been successful or unsuccessful. If you are the successful candidate you will be made a verbal offer of employment which will be followed up with a conditional job offer. The pre employment checks include:

- References
- Health check
- Proof of the right to work in UK
- DBS clearance
- Proof of Identity
- Qualifications verification

Once all clearances are in place a start date will be confirmed and followed up with a final offer letter

Where to Find Us



Directions to The Blyth Academy

From the A1 South:

From the A1 join the A19 for 2.3 miles

At the roundabout on the A189 take the second exit onto (A189) for 4.4 miles

Take the exit toward Blyth Riverside and take the third exit on the roundabout onto Cowpen Road 0.1 miles

Take third exit onto Chase Farm drive going through two roundabouts and turn left in to the Academy car park

From A19

From Silverlink travel 4.8 miles to the roundabout and take 5th exit onto A189 for 4.4 miles

Take the exit toward Blyth Riverside and take the third exit on the roundabout onto Cowpen Road 0.1 miles

Take third exit onto Chase Farm drive going through two roundabouts and turn left in to the Academy car park

From North

From A189 North Seaton Roundabout travel on A189 for 3.0 miles.

Take A193 exit toward Blyth/Blyth Riverside Business Park and the 1st exit at the roundabout 500ft

At the roundabout take third exit onto Chase Farm drive going through two roundabouts and turn left in to the Academy car park

Contact Details

The Blyth Academy

Chase Farm Drive

Blyth

NE24 4JP

Phone: 01670 798100

Email: blyth.enquiries@northerneducationtrust.org

Web: <https://tba.northerneducationtrust.org>

Job Advert

Position: Bridge Manager (Maternity Cover)
Hours: 37 hours per week Term Time only plus 5 days
Salary: £20,493 - £22,183 (FTE) to be pro rata

The Blyth Academy is a Northern Education Trust Academy are seeking to appoint a Bridge Manager to work within the Inclusion department of the academy. Working with young people and supporting them to achieve their full potential, the Inclusion Team puts students first and supports them to overcome their barriers to learning and make progress in all areas of the curriculum.

The Bridge Manager will promote the learning and welfare of vulnerable students who, for a variety of reasons, are unable to take part in classroom learning for varying periods of time. Liaising with teachers over subject specific work, the Bridge Manager will assist students in small groups or one to one with their study skills and support re-integration back into the classroom. They will produce and deliver packages of support for vulnerable and/or emotional students e.g. anger management, social skills and self-esteem.

Candidates for this position would preferably have experience of working with and providing support to vulnerable students. They should have excellent communication skills, organisational/admin ability, and be enthusiastic and flexible. The ability to contribute positively to the work of the team is vital as is the ability to work independently and use own initiative.

We wish to attract people to work in our academies who see it as part of their life's ambition to serve young people. We invite you to read the job description of this role and if you believe you have what it takes we would like to hear from you.

Please note we will only accept our own application forms and will not accept CVs.

The Northern Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.

If you have any queries please do not hesitate to contact the academy.

Please return completed application forms by post to The Blyth Academy Chase Farm Drive, Blyth NE24 4JP or by email to: j.jackson@northerneducationtrust.org

Closing date: 16/04/2021
Expected Start Date: As soon as all necessary checks are completed
Work Pattern: Term time plus 5 days
Interviews: to be confirmed

Job Description

| | | | |
|--------------------------------|-----------------------------|----------------|---|
| Job Title: | Bridge Manager | | |
| Base: | Academy | | |
| Reports to: | Inclusion Co-ordinator | Grade: | SCP 8 – 12 |
| Service responsibility: | | Salary: | £20,493 - £22,183 (FTE, Salary to be pro rata) |
| Additional: | Some travel may be required | Term: | 37 Hrs / 39 Wks |

JOB PURPOSE

- To work as part of the Deep Support Team to promote learning and welfare of vulnerable students and those who experience barrier to learning
- To work under the direction of the Inclusion Co-ordinator in supporting the students with Learning/Special needs
- To work with students, including those with statements of SEN, providing individual assistance and implementing action plans, to maximise achievement
- To build and develop relationships with staff at all levels

JOB SUMMARY

1. To manage and work as Gatekeeper for The Bridge
2. To liaise with teachers over suitable subject specific work for students' Bridge
3. Produce work resources for students in Bridge including anger management, behaviour management and social skills
4. Plan the work for all students in Bridge and updating lesson plans as required
5. Provide suitably differentiated and appropriate work for SEN students in Bridge
6. Supervise all students within The Bridge and co-ordinate lesson attendance for each Bridge student and inform the attendance officer
7. Keep the Bridge timetable up to date weekly and distribute to colleagues as accordingly
8. Produce individual timetables for students on reduced lessons and ensure relevant staff and EWO have copies
9. To support the Inclusion Coordinator to implement agreed work programmes with individuals/groups and to be responsible for the administration of special needs procedures
10. To support in the coordination of the deployment of teaching assistants in order to ensure an appropriate learning environment
11. To provide day to day supervision of teaching assistants, and to assist in the delivery of specific training
12. To induct new teaching assistants to the Academy
13. To administer and assess routine tests and invigilate exams and tests when appropriate
14. To hold meetings with teaching assistants when appropriate, preparing agendas and taking minutes and feedback any relevant information from briefings attended
15. To support students to further develop literacy, numeracy, ICT, problem solving and study skills to assist students on the organisation, preparation and display of set assignments tasks
16. To maximise the use of ICT in the learning process

- 17. Provide a point of contact for vulnerable students, discuss problems with students and communicate information to relevant staff and EWO
- 18. To play an appropriate role in child protection procedures, such as relating relevant, factual information and recording/reporting disclosures to the designated teacher/relevant professional
- 19. To develop methods of promoting/reinforcing the students' self-esteem
- 20. Liaise with outside agencies and parents/carers
- 21. To provide regular feedback about students to appropriate colleagues
- 22. To assist with the development and implementation of Individual Education Plans;
- 23. To provide regular feedback about students to appropriate colleagues
- 24. To oversee the keeping and updating of records and contribute to reviews and systems of record keeping
- 25. Manage Achievement initiatives, keeping up to date records and assigning awards
- 26. Manage the Academy's 'Behaviour for Learning' programme with selected KS3 students, keeping up to date records and feeding back to appropriate colleagues
- 27. Meet weekly with EWO and Line Manager to discuss Bridge students' progress and new referrals
- 28. Organisation and monitoring of resources and stationery
- 29. Attend and contribute to fortnightly PAG meetings, with Community Police Officers and other colleagues
- 30. To comply with the Academy's Child Safeguarding Procedures, including regular liaison with the Academy's Designated Child Safeguarding Person over any safeguarding issues or concerns
- 31. To comply with the academy policies and procedures at all times

GDPR

- 32. To adhere to GDPR and Data Protection Regulations, whilst maintaining confidentiality

General

- 1. To participate in wider Trust meetings and working groups as required

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

Signed:

Date:

Person Specification

| | | | Assessed by: | |
|--|--|-----------------------|--------------|------------------|
| No | Categories | Essential / Desirable | App Form | Interview / Task |
| QUALIFICATIONS | | | | |
| 1. | 5 GCSEs or equivalent, including English and Maths | E | ✓ | |
| 2. | Willingness and ability to obtain and/or enhance qualifications and training for development in the post | E | ✓ | |
| 3. | Evidence of continuous professional development and training | D | ✓ | |
| EXPERIENCE | | | | |
| 4. | Experience of working in an education environment with young people with specific difficulties and vulnerabilities | E | ✓ | ✓ |
| 5. | Experience and knowledge of issues affecting students and young people and how to offer supportive assistance | E | ✓ | ✓ |
| ABILITIES, SKILLS AND KNOWLEDGE | | | | |
| 6. | Excellent communication and listening skills | E | ✓ | ✓ |
| 7. | Ability to support students with their work and to develop programmes of work that will develop self-esteem and confidence | E | ✓ | ✓ |
| 8. | Ability to respect and maintain confidentiality | E | ✓ | ✓ |
| 9. | High level experience of using Microsoft Office packages, including word processing, e mail and excel | E | ✓ | ✓ |
| 10. | Efficient and effective organisational skills | E | ✓ | ✓ |
| 11. | Ability to relate to students in a pleasant manner and recognise potential safeguarding issues | E | ✓ | ✓ |
| 12. | Understanding of academy safeguarding procedures | E | ✓ | ✓ |

| No | Categories | Essential / Desirable | Assessed by: | |
|---------------------------|--|-----------------------------|--------------|---------------------|
| | | | App Form | Interview / Task |
| PERSONAL QUALITIES | | | | |
| 13. | A strong commitment to the Trust values and ethos | E | ✓ | ✓ |
| 14. | Commitment to support the Trust's agenda for safeguarding and equality and diversity | E | ✓ | ✓ |
| 15. | A flexible approach and string work ethic | E | ✓ | ✓ |

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

Chief Executive: Mr R Tarn

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