

**1.0 Position Title: Bridges Teacher plus Raising Standards Lead (1:1 education)**

Grade: MPS/UPS + SEN + TLR2i  
Responsible to: Bridges team leader and SLT

**1.1 Job Purpose**
**Specific duties/responsibilities:**

- To lead on intent, implementation and impact for all students on the Bridges programme.
- Work with all teachers of those subjects to develop the quality of education and raise standards

**1.2 Main Duties and Responsibilities - To work alongside the senior leadership team to :**

- Establish the purpose and intent of the curriculum refining and improving as necessary
- Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- Model excellent practice, maintaining a clear focus on outstanding delivery to learners
- Take a lead role, in developing, implementing and evaluating policies and practice that lead to school development
- Develop and implement teaching and learning initiatives and strategies for core learning which raise the teaching practice of all members of staff and therefore raise student standards and progress
- Develop in partnership with teachers high quality teaching materials and schemes of learning
- Use local and national statistical data and other information, in order to provide a comparative baseline for evaluating learners progress and attainment, and a basis for improving teaching and learning
- Support underperforming teachers to enable them to improve their practice
- Secure and sustain effective teaching of core subjects through structured monitoring and evaluation of all aspects of quality of education
- Set high expectations for students by establishing a purposeful working atmosphere
- Take account of students' prior levels of attainment and behaviour and use them to set targets so that all students make good progress
- Keep full and detailed records of students' attainment and complete written reports on students' progress on a termly basis
- Make contact with parents/carers as appropriate in order to support the progress of students in core learning
- Lead on the development of effective assessment practice across core learning and be able to analyse statistical information to evaluate the effectiveness of teaching and learning
- Ensure all teachers in your team are familiar with and responding to the SEND information available for each student
- Work with SLT, and other relevant staff to develop whole school Literacy and Reading strategies across the college
- Monitor and enable staff well-being and report any concerns to SLT
- Support the cost center management of your designated area in order to secure the best value use of resources
- Ensure all premises, staffing and finance issues relating to your designated area are dealt with efficiently and effectively
- Facilitate effective and efficient induction of new staff to the team
- Assist in the performance management of staff and participate in the performance management process oneself

The expectation is that the post holder will teach, the exact amount will be discussed on an annual basis. The leadership nature of this post will require flexibility to meet the needs of Meadowbrook College, bases, its

students and staff as they arise. This description is not intended to be exhaustive and the post holder will be expected to perform such duties as reasonably requested by the Headteacher.

**Bridges Teacher plus Raising Standards Lead (1:1 education)**  
**PERSON SPECIFICATION**

<b>QUALIFICATIONS AND EXPERIENCE</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
1. Qualified Teacher Status		✓
2. Good honours degree or equivalent qualifications		✓
3. Experience of successfully leading learning for students in special/alternative provision educational settings	✓	
4. Recent relevant experience, training or qualifications in behaviour management	✓	
5. Recent experience of teaching students	✓	
6. Experience of Team Teach, Restorative Practice, Trauma-informed practice and the Nurture Principles		✓
7. Experience of whole school timetabling		✓
<b>STRATEGIC DIRECTION AND DEVELOPMENT</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
8. The ability to work constructively in partnership with all stakeholders, establishing positive and effective collaborations with parents/carers, schools/academies, external agencies and the local community	✓	
9. The commitment to develop a positive, diverse and inclusive ethos which values each individual and challenges any form of discrimination	✓	
10. Experience of school Self-Evaluation and School Development Planning in order to raise standards	✓	
11. Sound knowledge/understanding of recent educational developments/legislation in relation to schools and the impact on AP Academies/Free Schools	✓	
<b>LEADERSHIP AND MANAGEMENT</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
12. Proven ability to self-motivate, use initiative and lead pro-actively	✓	
13. The ability to make decisions based on analyses, interpretation and understanding of relevant information and have the confidence, clarity and decisiveness in making and carrying out decisions	✓	
14. Good organisational skills and the ability to have a flexible and adaptable approach	✓	
15. The capacity to monitor and evaluate the work of others to achieve successful outcomes	✓	
16. To possess excellent listening, written and oral communication skills; the ability to chair meetings, make presentations and to communicate effectively with students, parents/carers and staff	✓	
17. The ability to manage time effectively	✓	
18. Think creatively and imaginatively to anticipate and solve problems and identify opportunities	✓	
19. Practical experience of coaching being used to raise staff potential and performance and in managing and delivering change		✓
20. Experience of Trips and Visits legislation and managing off site learning/provision		✓

21. A proven ability in the use of MIS /information and communication technologies	✓	
22. The ability to create a safe and stimulating learning environment that contributes positively to teaching and learning	✓	
23. Proven and demonstrable excellence as a classroom teacher in more than one subject		✓
24. Awareness of OfSTED requirements relating to quality of education, and leadership and management	✓	
25. Ability to use data and information to support review, track student progress, set targets and initiate systems to raise standards	✓	
<b>FINANCIAL AND RESOURCE MANAGEMENT</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
26. Experience of successfully managing a key budget area (School Development Plan linked)		✓
27. Understanding of the factors that impact on the financial viability of alternative provision academies		✓
<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
28. The ability to be adaptable, flexible and have empathy	✓	
29. The ability to communicate and develop the College and Trust's vision and promote a shared understanding amongst staff	✓	
30. Have high expectations of self and others and a strong commitment to raising standards	✓	
31. Demonstrate self-confidence, resilience, perseverance and stamina	✓	
32. A passion for learning and enabling students to develop as enthusiastic, independent learners	✓	
33. Understanding the importance of promoting and safeguarding the welfare of students	✓	
34. Highest levels of professional and personal integrity	✓	
35. Ability to show initiative and a willingness to go the 'extra distance'	✓	

Key: **Essential** = without which the candidate would be rejected

**Desirable** = useful for choosing between two good candidates

*Meadowbrook College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff and volunteers are expected to promote Fundamental British Values. This post involves the type of work with children and young people that requires applicants to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post. All cases are considered confidentially and according to the nature of the role and information disclosed. Online checks will be carried out for all short-listed candidates.*