



Achieving excellence together

Welcome to The Mirfield Free Grammar where we are currently looking to appoint a new Bridge Lead. This is an exciting time to join The Mirfield Free Grammar's journey as we begin a new chapter with Great Heights Academy Trust.

Great Heights Academy Trust strive to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all can achieve their full potential and all can reach GREAT heights.



Bridge Lead The Mirfield Free Grammar

CANDIDATE INFORMATION PACK

► Welcome

Dear Colleague,

I am delighted that you are considering the position of Bridge Lead at The Mirfield Free Grammar.

We are seeking to recruit an individual to work in our school who has the inspiration, drive and motivation to make a difference to the lives of young people. It is a unique moment in time to join the team as we continue our exciting journey with Great Heights Academy Trust.

It gives me great pleasure to introduce myself as the Principal of The Mirfield Free Grammar. It is a privilege to lead such a fantastic school and a role I am extremely proud of.

The Mirfield Free Grammar has an inspirational, positive, caring and welcoming environment, where all students can achieve their full academic, personal, spiritual and social potential.

Everyone at The Mirfield Free Grammar strives to 'achieve excellence together' and this vision is embedded in 'THE MFG Character' across our school community.

We endeavour to create well-rounded, happy and confident young people who are able to contribute positively within the community. I am a firm believer that developing THE MFG Character of Tenacity, Health, Equity, Morality, Flourish, Generosity in all our students will enable us to achieve this.

I look forward to receiving your application, best of luck to all.

Yours sincerely,

Mrs Alexandra Fuller
Principal



Overview of the Position for The Mirfield Free Grammar

The Mirfield Free Grammar are seeking highly driven and talented individuals to join our thriving Multi-Academy Trust which is fully committed to making a difference to the life chances of our pupils. We are keen to hear from candidates who have a successful background in working with young people and who are capable of playing a major role in our evolving plan to deliver exceptional 2-18 provision for the pupils in our growing MAT.

We want to hear from individuals who have the qualities and drive to make the most of this unique moment in time. The successful applicants should have a strong track record of impact and share the Trust's vision. You will need to be an articulate and strong communicator with proven strengths in engaging, inspiring and motivating students and young people at all levels.

About the Trust

The Trust currently comprises of six primary schools; three in Calderdale (The Greetland Academy, West Vale Academy and Bowling Green Academy), one in Leeds (Raynville Academy) and two in Kirklees (Carlinghow Academy and Marsden Junior School). We currently have one secondary school (The Mirfield Free Grammar School) and another Kirklees secondary school due to join us in 2023 (Colne Valley High School). We also have a Trust Head Office based at Riverside Mills in Elland.

To find out more about our Trust, please view our [Stakeholder Overview](#).

The successful candidates will join a highly collaborative network of leaders and managers. Each academy is different, reflecting the particular aspirations and leadership style of its Principal and local community needs.

Great Heights Academy Trust is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment. DBS checks are required for all posts.

► Our Trust Vision

Our Trust vision has school improvement at its heart that will benefit all children in Trust schools.

► We aim to

- ✓ Develop an effective partnership of schools that share a commitment to raising standards.
- ✓ Strengthen the partnership by valuing the uniqueness of each school and expecting all schools to contribute.
- ✓ Foster relationships based on mutual respect with a balance of autonomy and accountability.
- ✓ Share expertise – both best practice and best practitioners.
- ✓ Develop all teachers and leaders through effective professional development.
- ✓ This Trust vision drives both our School Improvement Strategy and our Strategy for Growth.

► Our Vision and Values Statement

The Great Heights Academy Trust strives to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all achieve their full potential and all can reach GREAT heights.

Current Trust Academies and Designations

Our mantra across our partnerships embraces the following themes:

G

Great teaching and learning opportunities for all in the partnership

R

Real life opportunities to develop an understanding of the wider world

E

Enthuse a love of learning and mutual respect

A

Academic development to nurture potential for all

T

Thorough accountability

GHAT has access to a wide support network through our designations. These offer support to all of our schools.



**GREAT
HEIGHTS**
ACADEMY TRUST

Achieving excellence together



**BOWLING
GREEN**
ACADEMY



CARLINGHOW
ACADEMY



MARSDEN
JUNIOR SCHOOL



RAYNVILLE
ACADEMY



**THE
GREETLAND**
ACADEMY



**THE
MIRFIELD**
FREE GRAMMAR



WEST VALE
ACADEMY

English Hubs

Teamworks English Hub
@ The Greetland Academy



AA Teamworks
WEST YORKSHIRE SCITT

Mirfield Free Grammar Academies Trust (The MFG MAT) joining Great Heights Academy Trust (GHAT) - UPDATE:
Following public consultation processes The Mirfield Free Grammar and Marsden Junior School joined GHAT on 01/02/23. Colne Valley High School will be also joining GHAT in the near future.

JOB DESCRIPTION

Position:	The Bridge Lead
Department:	Pastoral
Pay range:	Grade 9 (9.23-9.26)
Hours of work:	37 hours per week term time plus 5 days
Responsible to:	Achievement Co Ordinator for The Bridge

Prime Objectives of the Post:

To lead, plan and deliver the Bridge programme under the direction of the Achievement Co Ordinator for The Bridge.

To Line Manage the Bridge Team and ensure that there are clear, transparent and effective ways of working which adhere to school policies, ethos and values.

To oversee the day-to-day operations of the Bridge in an effective & professional manner, ensuring the space creates an inclusive ethos.

As part of this specialist team, the Bridge Lead plays an important role in helping to create a stimulating, safe and structured environment in which our students can reach their academic, personal and social potential.

To provide practical support for learning and other school activities, helping students to develop their academic, social and emotional skills. This will involve working with small groups and /or individual students in and out of the classroom.

Main Duties and Responsibilities:

Oversee the day-to-day operations of the Bridge creating bespoke timetables of intervention and support for students.

Liaise with the SENDCo and other relevant colleagues to review procedures as necessary and to create a collaborative approach to student support.

Support the Bridge team to ensure provision is timely, appropriate and impact measured accurately.

Ensure families/ carers of students are regularly contacted and are involved in the identification of students' needs, setting of targets and monitoring of progress in all areas. Students, families and school staff are provided with support and advice to achieve positive outcomes and meet the needs of young people.

Ensure students are engaged in all learning activities, learn effectively and make good progress.

Ensure students are supported and managed appropriately during lessons, break times, lunchtimes, on school visits and activities.

Ensure that support is given to students and that they are successfully integrated into lessons after a period of supportive withdrawal from lessons and maintaining high expectations of all students.

Provide individual assistance within small groups through implementing behaviour plans, individual education plans and teaching strategies to maximise their achievements.

Contribute to plans, reviews and evaluations for students by maintaining records, writing reports on students/ students' progress and attendance at meetings.

Coordinate and manage the administration relating to assessments, diagnostic tools, The Bridge procedures and behaviour.

To support transition of students back into mainstream lessons.

To coordinate alternative provision for students if appropriate.

General:

- To uphold the Nolan principles of public life.
- To take part in any CPD activities appropriate to the role.
- Attend school events as required.
- Assist in school emergencies, as required.
- Attend relevant meetings and training sessions.
- To undertake any other professional duties as required by the CEO/Board

Membership of the Trust:

- To be an ambassador for the developing MAT, ensuring both internal and external colleagues are aware of the vision, culture and ethos within the trust.
- To contribute to the delivery of the MAT school improvement offer and subsequent gains of being in Great Heights Academy Trust.
- To ensure all trust systems, policies, processes and procedures are adhered to as requested from the Trust post holders.

Safeguarding

As part of your wider duties and responsibilities you are required to promote and actively support the Trust's responsibilities and policies towards safeguarding and promoting the welfare of children, young people and vulnerable adults. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn't just about the very old and the very young, it is about everyone who may be vulnerable.

Notes:

The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.

Person Specification: Bridge Lead

Key to identification: A = Application I = Interview R = Reference

Qualifications/Training	Essential	Desirable	A/I/R
Numeracy, literacy and ICT skills equivalent to Level 2 or above	✓		A/I
Relevant professional training or development	✓		A/I
Recent safeguarding training		✓	A/I
First Aid Training		✓	A/I
Experience and leadership	Essential	Desirable	A/I/R
Working with or caring for children of relevant age.	✓		A/I/R
Collaborative and supportive work with colleagues within the organisation	✓		A/I/R
Collaborative and supportive work with parents.	✓		A/I/R
Experience of working with high needs students and behaviour modification	✓		A/I/R
Working with students to support their Social, Emotional and mental health	✓		A/I/R
Knowledge and understanding	Essential	Desirable	A/I/R
Basic understanding of child development and how children learn	✓		A/I/R
Understanding of relevant policies/code of practice and awareness of relevant legislation	✓		A/I/R
General understanding of the KS2,3,4 curriculum and other learning programmes.	✓		A/I/R
Ability to relate well to young people and adults.	✓		A/I/R
Good oral and written communication skills.	✓		A/I/R
Good listening skills.	✓		A/I/R
ICT skills appropriate to the role, including the use of Arbor, CPOMS	✓		A/I/R
Effective time management.	✓		A/I/R
Committed to continual personal and professional development.	✓		A/I/R
Knowledge and understanding of supporting individual student needs	✓		A/I/R

Skills and abilities	Essential	Desirable	A/I/R
A commitment to maximising the academic, personal, social and emotional development of all students.	✓		A/I/R
Work constructively as part of a team.	✓		A/I/R
Willing to work within organisational procedures, processes and to meet required standards for the role.	✓		A/I/R
Be resilient and demonstrates ability to work well under pressure.	✓		A/I/R
Able to adopt a flexible working practice.	✓		A/I/R
Effective and efficient organisation and administrative skills.	✓		A/I/R
Excellent record of attendance and punctuality.	✓		A/I/R

► Reasons to work at The Mirfield Free Grammar / Great Heights Academy



A fantastic team

A highly skilled, loyal and supportive team of staff and senior leaders.



Professional development

Bespoke professional development to ensure that you as an employee, 'reach great heights'.



Career Opportunities

Career opportunities across the MAT.



Cycle to work scheme

Tax free cycle scheme.



Holiday package

The Trust provides staff with a generous holiday entitlement.



Pension scheme

Contributory pension through West Yorkshire Pension Fund/Teachers' Pensions.

