

<b>Job Description</b>	
Job Title:	Teacher of GCSE English
Responsible to:	Head of Teaching and Learning
Grade of Job:	Teaching Team
Rate of Pay:	£33,000 to £38,000 (Annually Actual)
Hours:	37.5 hours per week

**Main Duties:**

Since 1989, Bridge Training has helped young people across Gloucestershire re-engage with education and transition successfully into adulthood. Many of our learners come to us with complex barriers to learning and employment. We provide personalised study programmes, small group support, and opportunities for workplace learning that empower young people to thrive.

**Role Overview**

Working as a teacher within the Bridge Training Ltd provision, you will deliver GCSE English to young people aged 14–19. You will develop an industry-aligned programme that meets learner needs and the Bridge Training curriculum. Be responsible for the planning, teaching and assessment while providing engaging, project-based, real-world learning experiences that support learners’ progression and achievement. Our classes are small and supported by a Teaching Partner. The successful candidate will inspire and support learners to achieve their full potential and develop their professional skills.

**Responsibilities**

- delivering, and assessing engaging lessons
- support learners in developing both practical and theoretical skills aligned to industry standards
- creating an inclusive and supportive learning environment
- ensure learners are motivated, progress effectively, and are well-prepared for assessments and employment.
- maintaining accurate records, adhering to safeguarding practices, and contributing to curriculum development and continuous quality improvement

**Bridge Training is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment.**

***If you do not currently hold a teaching qualification it will become a mandatory requirement for this post and must be achieved within 18 months. A fully funded Bridge Training Ltd mentoring programme is in place to help you achieve this.***

**Please note**

This post is considered as Regulated Work with vulnerable children and/or protected adults; therefore, Bridge Training follow a Safer Recruitment Policy and process, **this appointment will be conditional on successful pre-employment and enhanced DBS checks. You will be required to sign up to the DBS update service (fee reimbursed).**

If you have spent more than 3 months working or living outside the UK in the last 5 years, then you will be required to present a copy of an overseas criminal record check. Details of how to apply and contact details can be found on the GOV.UK website.

We do not accept CVs, and we do not accept CVs by post or email. All our vacancies must be applied by completing an application form via [nicki.price@bridgetrainingltd.co.uk](mailto:nicki.price@bridgetrainingltd.co.uk)

Bridge Training Ltd is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity

### **Key Responsibilities**

- Deliver engaging and inclusive lessons in line with the curriculum, adapting teaching methods to suit individual learning needs.
- Provide learning and assessment activities which meet curriculum requirements and the aims and needs of all the learners
- Establish a purposeful and motivating learning environment where learners feel safe, secure, confident and valued
- Establish and maintain procedures with learners which promote and maintain appropriate behaviour, communication and respect for others, while challenging discriminatory behaviour and attitudes.
- Ensure high standards of teaching, learning and assessment, promoting progress and achievement for all learners.
- Take responsibility for the planning and preparation of lessons, schemes of work, and assessment materials that meet awarding body requirements.
- Motivate and support learners to achieve their learning goals and develop confidence and competence in their vocational skills.
- Devise, select, use and appraise assessment tools, including where appropriate, those which use new and emerging technologies
- Provide opportunities for learners to understand how the specialist area relates to the wider social, economic and environmental context.
- Carry out all professional duties of a teacher in line with Bridge Training policies, under the guidance of the Head of Teaching and Learning.
- Actively contribute to the development and continuous improvement of curriculum delivery and resources.
- Take ownership of your own professional development, staying up to date with developments in education, and training.
- Demonstrate professionalism, subject knowledge, and a commitment to excellence in vocational teaching.
- Use our safeguarding reporting software, CPOMS as an integral part of keeping you and our learners safe.
- Manage your own professional development through undertaking relevant training and sharing best practice with other support staff.

### **General**

- Promote a safe, respectful, and inclusive working environment for learners and staff, in line with Health & Safety regulations, the Code of Conduct,

Safeguarding protocols, Data Protection (GDPR), and the Equality Policy. Ensure high standards of housekeeping are maintained throughout the provision.

- Actively participate in Bridge Training events, including parents' evenings, open days and careers events, to support learner engagement and progression.
- Demonstrate a commitment to continuous professional development by actively engaging in lifelong learning and seeking opportunities to enhance personal effectiveness and subject knowledge.
- Undertake any other reasonable duties as required, both at the primary place of work and across other Bridge Training locations. Over time, the responsibilities of this role may evolve; any changes will be made in consultation with the post holder and reflected in a revised job description. The company's appraisal process will serve as the formal mechanism for reviewing and updating this document.

The post holder will also undertake such other duties as may reasonably be required at the initial agreed place of work and other locations. In time the job may change and in consultation with the post holder, the job description will be revised and issued, as necessary. The appraisal process in place in the company will be the mechanism for instigating discussions and subsequent amendments to this document.

### **Benefits and Rewards**

- Staff laptop
- Training and professional qualifications opportunities
- Small classes with specialist support / Teaching Partner in all classrooms
- Matched contribution pension scheme (Peoples Pension)
- Free on-site parking is available where space permits; however, the car park is primarily accessible at weekends
- 35 days holiday (+ bank holidays) per annum, with extra days given at Christmas.
- Free monthly car washing service
- Christmas and Easter closure period
- Team building events & paid Christmas Lunch
- Free and confidential advice, information, and counselling service
- Family friendly policies including compassionate leave, doctors and dental appointments.

### **Person Specification**

#### **Essential**

- A minimum of a Level 3 qualification (equivalent to A-level) in either Maths or English
- Teaching qualification (minimum of Level 3 Award in Education and Training).
- Experience in delivering GCSE and Functional Skills sessions
- Strong communication and interpersonal skills.
- Ability to motivate and inspire a diverse range of learners.
- Commitment to safeguarding and promoting the welfare of learners.
- Competent with the use of IT and MIS systems
- Experience of managing time to meet deadlines.
- Ability to follow instructions, spoken or written, accurately.

- Quick learner with the ability to work on your own as well as part of a team with good communication skills, including written, oral, and non-verbal communication.
- The ability to evaluate, reflect and continue to improve.
- Flexible and responsive attitude to the changing demands of the post
- Be articulate and approachable.
- Able to form and maintain appropriate relationships and personal boundaries with young people.
- Experience within the age range of 14-19.

**Desirable**

- Assessor qualification
- Experience delivering English in a college or work-based setting.
- Familiarity with awarding body standards (Pearson).
- Understanding of Equality, Diversity, and Inclusion in education.
- Problem Solving Skills
- Proficiency in using technology to enhance learning