



Application Pack

The Bridge Alternative Provision Ltd & Project SEMH Ltd

Thank you for your interest in joining our team.

We believe that diversity of skills and experiences enriches our team, so we welcome applications from candidates of all backgrounds. We believe that diversity makes us stronger and better, and we are an equal opportunities employer dedicated to hiring and developing a diverse team. We welcome applications from all suitably qualified persons regardless of any protected characteristics.



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What is unique about working at The Bridge?

"My voice is heard and I'm part of a great team - it's like being part of a work family!"



Company Overview

The Bridge and Project SEMH are alternative provisions for students who were unsuccessful in a generic classroom and need a therapeutic & holistic approach to their education.


Supporting students from age 5 to 18.

Our school is a transition rather than a destination setting - supporting a variety of students, including those that need time out from their home school, at risk of permanent exclusion, those awaiting a special school placement and young people from out of county.

We work with students with a variety of difficulties and conditions including autism, ADHD, SEMH, sensory issues, trauma, brain injuries and learning difficulties. A large focus of our work is helping young people who have behavioural concerns or mental health problems.

We aim to restore young people's self-confidence, self-esteem, self-control and self-motivation through a flexible, personalised, needs-led programme with unconditional care, nurture and support.

Every day at The Bridge is a fresh start.



*What would you say to
someone unsure about
working here ?*

"You won't regret it!"

Our Story

"Our Story" in the school refers to the narrative of Nikita's vision and The Bridge's history, achievements and milestones providing a comprehensive overview of our journey and contributions to education.

In 2019 one of the very few alternative provisions based within Wiltshire, unfortunately decided to close their doors. The company was run by a charitable organisation and felt there was no other option other than to dissolve the Wiltshire and Bristol division of the company. This was due to a high staff turnover and buildings that were not fit for purpose. (One of these was actually above a betting shop in the middle of a very busy Bristol high street).

As the closing date was drawing closer there was one issue that had not been resolved. The students that attended the Trowbridge and Chippenham provisions, had nowhere to go!

The remaining members of the Wiltshire schools worked closely with the local authority trying to find suitable placements for the young people; however, the only available options at the time were provisions such as equine therapy or an arts & drama provision. While these are incredible assets to the young people of Wiltshire, this option was completely unsuitable for this cohort who were unfortunately caught up in many different outside influences.

This is where Nikita stepped in, she set up a company called Project SEMH Ltd and agreed to take the four remaining young people for some tutoring sessions while an appropriate placement was found and the rest you could say was history!

Nikita and her first colleague went from four pupils to eight in a very short period and by the time we reached May 2020, the keys to the first building were collected with 12 students in tow and 6 members of staff. (This building is now where are KeyStage 1 students come to learn)

September 2021, the keys for Bowerhill were collected. The team had expanded significantly as well as the student numbers. It was here as a team, we realised that there was something missing from our offer. As passionate and dedicated as the team were, there were some students that were just not classroom ready and we as a 'project' were setting them up to fail by expecting them to conform to standards that they were just not ready for yet!

It was from here that SAS Mentoring was born. The SAS team have managed to re-engage students, supporting them either at their 'home' school or assisting them into returning to their mainstream school or back into the main unit with us.

February 2022 was another key milestone in which we had won a bid with the local authority and had the opportunity to lease an absolutely stunning premises at Southwick country park which now holds our KeyStage 2 pupils.

July 2023, the start of the re-branding began. Project SEMH has grown significantly and has supported over 100 young people on to a positive destination. Therefore, it was time to iron out the wrinkles and become a fully fledged independent school. An executive senior leadership team was brought onboard to support the school registration process as well as supporting all of the fantastic individuals that have chosen to work for us.

September 2023 - The Bridge Alternative Provision Ltd became an official entity and SAS Mentoring continues as Project SEMH. Both are actively supporting students across the county of Wiltshire to engage in a positive form of bespoke education and we are so glad you are thinking of becoming part of our journey!



Employer Value Proposition

At The Bridge, we aren't just an independent school – we're a community dedicated to empowering students, educators, and families to reach their full potential.

Our unique Employee Value Proposition (EVP) captures the essence of what it means to be a part of our educational family:

INSPIRING EXCELLENCE

At The Bridge, we foster a culture of excellence in all that we do. As a team member, you'll have the opportunity to collaborate with passionate educators and work in an environment that values innovation, creativity, and continuous improvement. Whether you're a teacher, administrator, or support staff, you'll play a crucial role in shaping the future of our pupils.

NURTURING GROWTH

We believe that growth is a lifelong journey, and we're committed to nurturing your personal and professional development. From tailored training programs to ongoing mentoring, you'll have access to resources that empower you to expand your skills and advance your career.

At The Bridge, your growth is important to us.

STUDENT-CENTRED APPROACH

Our pupils are at the heart of everything we do. By joining our team, you'll be part of an institution that prioritises individualised learning, holistic development, and a supportive environment. Your contributions will directly impact pupils' lives, helping them build a strong foundation for future success.

COLLABORATIVE COMMUNITY

The Bridge is more than just a school – it's a tight-knit community that values teamwork and collaboration. You'll have the chance to work alongside dedicated professionals who share a passion for education and a commitment to making a difference. Together, we create an atmosphere of mutual respect and shared achievements.

INNOVATION AND FLEXIBILITY

We embrace innovation and adaptability as essential components of education. Joining The Bridge means being part of an institution that encourages new ideas and creative approaches to teaching and learning. Your insights and contributions will shape the evolution of our educational practices.

WORK-LIFE BALANCE

We understand the importance of maintaining a healthy work-life balance. At The Bridge, we strive to provide a supportive environment that allows you to excel in your role while enjoying time for your personal pursuits and family. Your well-being matters to us.

IMPACTFUL MISSION

By joining The Bridge, you become a part of a mission-driven organisation dedicated to transforming lives through education.

Every day, you'll be contributing to a brighter future for our students and society as a whole.

Our Values

ACQUIRE, INSPIRE, ACHIEVE

CELEBRATING THE VALUE OF 'FREE' DOM

We recognise, teach and celebrate the value of freedom.

FREE articulates what we strive for in our learners!

Free to achieve, free to have opinions, free to be themselves, free from the effects of intimidation, from bullying and low aspiration.



Our Values highlight the fundamental principles and beliefs that guide The Bridge's ethos, shaping our culture, interactions, and educational approach.



Why work for us?



Benefits

- ✓ Learning and development opportunities
- ✓ Enhanced family leave
- ✓ Salary sacrifice schemes including:
 - Workplace nursery
 - Home & tech
 - Cycle to work
- ✓ Extensive Employee Assistance Programme (EAP):
 - Specialising in education support
 - Counselling (online & face to face)
 - CBT
 - Legal advice
 - Financial support.
- ✓ Long service awards
- ✓ Recruitment referral bonus
- ✓ Plus more.....



Safeguarding

We are committed to providing positive academic, social and emotional outcomes for our children, underpinned by a strong safeguarding ethos. We are equally committed to the welfare of our staff, who are expected to adhere to the highest standards of professional behaviour to maintain confidence and respect of the general public and colleagues.

Our Executive Headteacher, Nikita, will ensure that all policies reflect national and local requirements to protect and support the children and adults in our school.



Confidentiality

The storing and processing of personal information is governed by the data protection act 1998 and GDPR. Guidance and advice has been provided about their responsibilities in our Data Protection Policy.

Members of staff may have access to confidential information about pupils, their parents/carers or their siblings. Staff must not reveal such information except to those colleagues who have a professional role in relation to the pupil/student on a need to know basis. Records should only be shared with those who have a legitimate professional need to see them.

Whistleblowing

Whistleblowing is the mechanism by which staff can voice their concerns, without fear of repercussion.

All staff and volunteers are expected and encouraged to raise concerns about poor or unsafe practice and potential failures in the school safeguarding regime.



About the Role

Job Title:	SAS Mentoring Deputy Manager
Responsible to:	SAS Mentoring Manager
Contract Type:	Full-time - Term-time (41 weeks)
Salary:	£32,000 to £35,000
Contractual Hours:	8.30am to 4.30pm - 37.5 hours per week
Line Management:	SAS Mentoring Team Leaders and SAS Mentors

Purpose of the Role

SAS Mentoring, provides inreach and outreach for students all across Wiltshire. We work with students and young adults of all ages and with a variety of needs and difficulties such as SEMH, ASC, ODD, PDA, trauma, attachment and many more. We are commissioned by schools, social services, Wiltshire behaviour service and Wiltshire SEND.

As SAS Mentoring Deputy Manager, you will focus on supporting the SAS Mentoring Manager in overseeing the mentoring programme and managing a team of SAS Mentoring Team Leaders and Mentors. The role is critical in ensuring the smooth operation and effectiveness of our mentoring services, which aims to provide high-quality support to our students.

While this position does not involve direct work with children, occasional cover for mentors may be required.

Key Responsibilities

- Design, develop, and implement the school's mentoring programme with the manager, outlining clear objectives, strategies, and evaluation methods.
- Collaborate with the SAS Mentoring Manager and executive leadership team to align the mentoring program with the company's mission, values, and academic goals.
- Support the Mentoring Manager in the daily operations of the mentoring programme, including scheduling, reporting and resource management.
- Recruit, interview and onboard suitable mentors for the company, considering their expertise, experience, and interpersonal skills.
- Conduct mentor training sessions to equip them with effective mentoring techniques, active listening skills, and the ability to address students' diverse needs.
- Conduct mentor training sessions to equip them with the skills they need to effectively implement the Teachers Standards.
- To supervise and participate in appraisal and performance management of mentoring staff and to report outcomes to the SLT.
- Conduct audits and assessments to maintain quality standards and compliance with regulatory requirements.
- Assign mentors to mentees, considering compatibility and individual needs.
- Design, develop and implement personalised behaviour management plans to address individual needs.
- Build strong rapport and trust with pupils, creating a safe and nurturing environment.
- Provide one-on-one mentoring and support during challenging situations.
- Conducting session observations to monitor programme effectiveness and ensure alignment with best practices.
- Collaborate with homeschools, parents, and other professionals to ensure consistent and holistic support including initial home visits and student onboarding.
- Internally verify formal accreditation submissions (students)



Person Specification

Essential Requirements

- Proven management experience in an educational or mentoring setting.
- Excellent interpersonal and communication skills, including active listening.
- ECT or QTS, or equivalent.
- Experience of exams and internal verifications.
- Strong understanding of SEMH needs and effective mentoring strategies.
- Empathy and emotional intelligence.
- Leadership skills to inspire and guide mentors in their roles.
- Ability to analyse data and make data-driven decisions to improve the programme.
- Flexibility and adaptability to adjust the program based on the evolving needs of the school and students.
- Ability to motivate learners.
- Skills in persuading, negotiating, and influencing.
- Ability to think on your feet and be flexible.
- Determination to see problems and solutions through to the end.
- Ability to support people from a range of backgrounds.
- Non-judgmental approach.
- Excellent organisational and time management skills.
- Ability to relate to young people in order to build trust, to help them achieve their full potential.
- Ability to analyse problems and devise solutions.
- Experience of working collaboratively as part of a team, particularly with other teaching staff and external agencies.
- Flexibility and adaptability, as well as the ability to work well under pressure.

- Report writing skills and the ability to maintain accurate records.
- Excellent ICT skills.
- A commitment to equality and diversity.
- An understanding of confidentiality and the handling of sensitive information.
- Knowledge of, and a commitment to, safeguarding in schools.

If you can't tick every box in the job profile, but you are passionate about making a positive impact on the lives of young people with SEMH needs, we encourage you to contact us and let us explore how your unique talents can contribute to our mission.



How to Apply

We are committed to safer recruitment and, as such, can only accept applications that are on our application form. This is available on our [website](#) alongside the full job profile, or you can access the application form using this [link](#).

Please contact us if you have any difficulty accessing this. Please note that a CV is not required and will not be accepted as a replacement for a fully completed application form. Please complete all sections of the form **in full**.

The application form includes space for a supporting statement. This is a really important part of our selection process and we review it during our short-listing process. Please use it to show how you have the skills, knowledge and experience to carry out the role for which you are applying to a high standard.

Your fully completed application will be accessible to our hiring team however, if you would prefer to email, you can download and send it to careers@tbap.co.uk, **by gam on Monday 24 June 2024**. Please use "**SAS Mentoring Deputy Manager Application**" as the subject of your email

We reserve the right to interview exceptional candidates prior to this deadline.

If you do not receive an acknowledgement of your application by the end of the deadline day, please contact us.

If you would like to arrange a visit or have an informal, confidential discussion, please contact our HR Director, Sian Cox via the email above.



Safer Recruitment

The safe recruitment of staff in schools is the first step to safeguarding and promoting the welfare of children in education. We are committed to safeguarding and promoting the welfare of all pupils in our care. As an employer, we expect all staff, support agencies and volunteers to share this commitment.

In order to comply with **Keeping Children Safe In Education** a number of checks will be carried out:

Online checks - shortlisted candidates

Enhanced DBS checks - on job offer

Right to work checks - on job offer

References - on acceptance of job offer

Summary

Joining us is an invitation to be part of a community dedicated to making a profound impact on the lives of children.

At our school, we understand the importance of promoting an inclusive and supportive environment, especially for children facing challenges related to their social, emotional, and mental well-being. As a member of our team, you'll have the opportunity to contribute to the growth and development of these resilient young minds.

What sets us apart is our unwavering commitment to creating a positive employee culture and experience. We believe that happy and fulfilled staff translates to better outcomes for the children in our care. Here, you will find a collaborative and nurturing work environment where your contributions are valued, and professional growth is encouraged. We recognise the significance of investing in our team, offering continuous training and a supportive leadership structure.

By joining our school, you become an integral part of a compassionate and dedicated team working together to make a lasting difference in the lives of the children we serve.

We look forward to welcoming you to our team!



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