



Job Description: The Bridge – Full Time Teacher



The Bridge – Full Time Teacher

REF: LSU046-832

The role:

The full-time teacher will work across all learner cohorts within The Bridge, a specialist provision within Southport Education Group designed to support young people with complex needs who are unable to thrive in mainstream education.

While acting as the main teacher for one designated group, the postholder will contribute to teaching across all groups throughout the week. They will be responsible for creating a safe, nurturing and aspirational learning environment in which learners can rebuild confidence, develop essential life and vocational skills, and make progress towards reintegration into mainstream education or future employment.

This role offers the opportunity to positively influence and shape the lives of young people, supporting their future prospects while providing consistent care and encouragement within the college community.

For information, we currently have three vacancies for full-time teachers available.

Responsible to:

The post holder is responsible to The Bridge - Centre Manager

Key Accountabilities and Responsibilities:

Teaching & Learning

- Plan and deliver high-quality, personalised teaching and learning for learners with SEND/SEMH needs, informed by EHCP outcomes and individual learning profiles.
- Design engaging and differentiated lessons that promote functional skills, vocational pathways, life skills, and preparation for adulthood.
- Use trauma-informed and therapeutic approaches to support emotional regulation and positive engagement in learning.
- Implement effective strategies for literacy, numeracy, communication and personal development within a post-16 context.
- Create an inclusive, safe and encouraging classroom environment that celebrates progress and individuality.
- Deliver a wide and varied curriculum, including literacy and numeracy.

Curriculum & Assessment

- Contribute to the development of a diverse and flexible curriculum tailored to the needs of young people in the provision.
- Assess, track and record learner progress, using a range of methods appropriate to SEND and SEMH learners.
- Produce high-quality reports, reviews and documentation aligned with statutory requirements (e.g., EHCP annual reviews).
- Work collaboratively with colleagues to ensure consistency, quality and innovation across the curriculum.

Pastoral & Therapeutic Support

- Build strong, trusting relationships with learners, providing stability, encouragement and positive role modelling.
- Support young people to develop emotional regulation, resilience, independence and social skills.
- Work closely with leaders and managers, support teams, therapists, safeguarding leads and external professionals to ensure a coordinated approach to each learner’s wellbeing.
- To use approved positive behaviour support strategies, including safe physical intervention when necessary, to ensure the safety and wellbeing of learners and staff.

Collaboration & Communication

- Engage effectively with parents/carers, sharing progress, strategies and successes.
- Collaborate with multi-agency partners, including professionals from health, social care and careers/employability services.
- Contribute to whole-provision development, policies, CPD and continuous improvement.

Professional Responsibilities

- Uphold safeguarding, equality and health & safety policies at all times.
- Maintain high standards of professional conduct, integrity and confidentiality.
- Reflect on practice and engage in ongoing professional development relevant to SEND/SEMH and post-16 education.

The above duties are indicative of the requirements of the post at the time of recruitment. It is management policy that roles and responsibilities are reviewed on a regular basis leading to possible modifications where appropriate. Staff may be asked to undertake other duties as may be reasonably required commensurate with the post, at the initial place of work or at other locations from which the College operates.

The Person:

The successful candidate will be the one whose professional and personal qualities correlate most closely with the following profile:

Qualifications and Attainments	Essential/Desirable	Method of Assessment
Degree or Advanced level qualification	E	A
Possession of a recognised teaching qualification	E	A
Possession of an Assessors Award or willingness to achieve	D	A
Level 2 qualification or equivalent in Numeracy and Literacy	E	A
Possession of a Verifiers Award or willingness to achieve	D	A
Accredited training in positive behaviour support and safe physical intervention, such as Team Teach, or a willingness to complete this training upon appointment	E	A
Experience		
Minimum of three years teaching experience	E	A/AS
Previous experience of working with learners with SEND	E	A/AS
Previous experience of working with learners with SEMH	E	A/AS

Knowledge, Skills and Attributes		
Possession of relevant knowledge and expertise in the use of ICT	D	I
A readiness to be flexible in relating to colleagues and the requirements of the post	E	I
Ability to relate professionally to learners of all ages, background and ability	E	I
Resourcefulness and proficiency in managing learners learning including all aspects of planning, delivery, assessment and feedback	E	I
Be prepared to undertake staff development	E	I
Ability to work in a way that promotes the safety and wellbeing of children & young people	E	I
To work in accordance with and promote the College's Staff Charter, "Our Values"	E	I
Willingness to commit to adhering to college policies and procedures with regards to Safeguarding, Prevent, Equality & Diversity, Health & Safety etc.	E	I
Ability to work in a way that promotes the safety and wellbeing of children & young people	E	I
To work in accordance with and promote the Southport Education Group's Staff Charter, "Our Values"	E	I
Positive, flexible and adaptable approach	E	I
Willingness to commit to adhering to Southport Education Group policies and procedures with regards to Safeguarding, Prevent, Equality & Diversity, Health & Safety, GDPR etc.	E	I

Method of Assessment: A – Application, I – Interview, AS – Assessment

Salary:

£32,346.00 to £40,557.00 per annum

Summary of Terms and Conditions of Employment:

The post is offered on the Southport Education Group contract for newly appointed lecturers. This consists of a normal working week of 35 hours, comprising duties consistent with the position of lecturer, and a holiday entitlement of 49 days plus Bank Holidays. The College may close for a number of working days in the interest of efficiency. If this occurs the taking of annual leave will be directed by the Corporation up to a maximum of 9 days. Typically, these closures occur over the Christmas and Easter periods.

The post holder will be eligible to contribute automatically to the Teachers' Pension Scheme. Details of the scheme in operation can be found in the vacancies area of the College's website.

During their employment with the College the post holder will be expected to conduct themselves in a manner appropriate to the professional image of the College. They will be expected to provide a prompt and efficient service and to maintain appropriate standards of personal appearance at all times.

A disclosure from the Disclosure and Barring Service (DBS) will be requested in the event of a successful application to this post.

All applications for disclosures are dealt with in accordance with the DBS's Code of Practice and the College's Policies on The Recruitment of Ex-Offenders and on The Storage, Handling, Use, Retention and Disposal of Disclosures and Disclosure Information. Copies of the Code of Practice are available from the Personnel Department on request. Copies of the policies are available on the College's website on www.southport.ac.uk and the College's Intranet.

Southport Education Group is committed to safeguarding and promoting the welfare of children and young people. Copies of the College's Child Protection and Vulnerable Adults Policy and Procedures are available on the College's website on www.southport.ac.uk and the College's Intranet.

Timetable for Appointment:

Deadline for receipt of applications: Monday 30th March 2026 (10:00am)

Interviews will be held: Wednesday 15th April 2026

Application Procedure:

An application form should be completed and supported by a letter of application, which succinctly but comprehensively identifies your reasons for applying and how your career to date may have equipped you for the post.

Completed applications should be returned via email to personnel@southport.ac.uk

Upon receipt of your emailed application form, we will acknowledge your application via return email. If you haven't received a confirmation email prior to the closing date for the vacancy, please check your 'spam' or 'junk mail' folder. If the email is in this folder, please mark it as 'not spam/junk'. This should ensure that any further emails we send to you are not missed.

CVs alone will not be accepted.

In the interests of economy, you will not hear from us again unless you are shortlisted. Your interest in the post is greatly appreciated.

