

Job Description:

Construction Coach (SEN)

Salary: £33,224 (qualified teacher) £28,857 (unqualified)
(33:75hrs Monday to Fridays 09:00-15:30, Wednesdays 09:00-16:45)

Responsible to: Vocational Line Manager

Location: Bridge School Malvern (Hanley Site).

To Start: Summer Term 2026

Bridge School Malvern is an independent special needs school supporting 11-19 year olds. We are in a beautiful rural location overlooking the Malvern Hills. The main school is set up with a five-acre care farm on site. We are a small school established as a charity 15 years ago. We have a creative, practical curriculum, and strive to create a working environment where our caring staff are given the time to care. Our 16-19 provision is based a mile away in Barnard's Green. Here we have four micro businesses and a team of mentors/careers coaches who support the young people's wider needs.

The main purpose of the role is to support the education, welfare and care of young people, working with small groups and in one-to-one sessions. This will be based at the main school site in Hanley Swan for 11-16 year olds.

You will oversee and deliver City and Guilds qualifications from Entry 3 to Level 1 in construction, to include woodwork, bricklaying, painting and decorating. It would be desirable to be a qualified teacher and have experience of working with young people with special educational needs including social, emotional and mental health difficulties. You must be able to build rapport quickly, be reliable, resilient and adaptable and have a genuine willingness to make a difference. You will be creative and have a positive approach using a variety of methods to support learning. You must be familiar with dealing with difficult situations. A good sense of humour is essential. You will need to be experienced in record keeping and report writing. Flexibility and reliability are essential qualities. You need to be a team player, encouraging and supporting the wider team and facilitating the sharing of best practice.

Candidates will be required to undergo an Enhanced DBS Check and social media checks.

Applications are to be made by submitting your CV with a covering letter stating your suitability for the role to lisagoldsby@bridgeschoolmalvern.org. The recruitment process will include an informal visit to the school. Advertisement may close early on receipt of suitable applications.

Bridge School Malvern are committed to safeguarding and promoting the welfare of children and young people, therefore all workers and employees within Bridge School Malvern are expected to share this commitment.

Main duties and responsibilities

1. Prepare and deliver construction qualifications, complying with health and safety, safeguarding and awarding body standards, through a range of practical construction sessions.
2. Provide learning opportunities through construction activities and projects that help to develop young people's social skills and provide a therapeutic experience.
3. Support young people's progress by keeping up to date with targets/overall aims
4. Identify learning needs, adapt resources and delivery as appropriate.
5. Conduct assessments and reviews and work with young people to catch up if necessary.
6. Identify individual's pastoral needs and problematic group dynamics, resolving these where appropriate or referring back to the Vocational Line Manager and in team debriefs.
7. Undertake tasks that support internal QA procedures.

Construction Area

1. Keep the construction area safe, tidy and effective.
2. Liaise with the Vocational Team Manager regarding any plans to develop the construction area.
3. Manage the tools and materials on site and purchase and collect supplies as required.
4. Be responsible for health and safety in your construction area including producing and updating risk assessments and COSHH.

General

1. Work in accordance with BSM policies; particularly in relation to health and safety, safeguarding, equal opportunities, bullying and harassment, and to comply with confidentiality and data protection guidelines at all times.
2. Monitor young people's behaviour/safety during breaks.
3. Produce end of term reports.
4. Deliver a short presentation at 'Good Morning Bridge' as required.
5. Provide cover sessions as required.
6. Attend daily debriefs and weekly team meetings.
7. Carry out and participate in enrichment activities, trips and visits as required.

8. Take responsibility for your own continued professional learning and participate in relevant internal and external training/activities.
9. Practise continual self assessment of your teaching and participate constructively in your annual appraisal.
10. Undertake any other reasonable duties as deemed appropriate to the role by your line manager.

Person Specification

Flexibility and reliability are essential qualities. You need to be a team player, encouraging and supporting the wider training team and facilitating the sharing of best practice. Teaching experience is essential, as is a commitment to health and safety and safe working practices.

You will have high professional standards and support the wider school in your commitment to the highest standards of health and safety and safeguarding.

You will need experience and understanding of working with young people with a range of SEN such as autism, separation anxiety, ADHD, ODD, AS, PDA, moderate learning difficulties, emotional and behavioural difficulties. You will be creative and have a positive approach to dealing with difficult situations. A good sense of humour is essential. Experience in report writing and record keeping is essential. Computer literacy is also an aspect of this role.