

**WE ARE  
HIRING**



## Join Our Team

If you're passionate about making a difference in the lives of children with ASD then join us at Forest Bridge School and be part of a community that values understanding, respect, and genuine growth.

**Together we can make a difference!**



Elizabeth Farnden  
Headteacher



**Position available: Head of Cohort—Teaching (member of the Senior Leadership Team)**

Please contact the Headteacher to arrange a visit to the school and/or a TEAMS call—An application will not be considered without this.

Email: [head@forestbridgeschool.org.uk](mailto:head@forestbridgeschool.org.uk)

## **Why work at Forest Bridge School**

**Working at Forest Bridge School offers a unique and rewarding opportunity for professionals in the field of special education. Located in the charming town of Maidenhead, just 20 miles outside of London, We are dedicated to providing a nurturing and supportive environment for children with Autism Spectrum Disorder. Since opening in 2015, the school has prided itself on its multi-disciplinary approach to learning, incorporating a carefully designed in house curriculum.**

**At Forest Bridge School, we embrace each child's unique journey through Applied Behaviour Analysis, guided by a profound respect for their individuality, strengths, and the distinct stages of their development. We believe in nurturing a child's core self, allowing them to express who they are without the need to mask. Our approach is family centred and community oriented, creating a supportive environment that extends beyond our school walls. We delve deeply into understanding each child's medical, mental health needs, and neurodiverse needs, ensuring our strategies are tailored specifically to them.**

**We operate on a foundation of transparency and mutual respect, valuing the dignity of every child. Our team works collaboratively, rejecting traditional hierarchies to foster personal connections and equal partnership. Our professionals embody empathy and adaptability, committed to learning from each child's progress to continually refine our practice.**

**Forest Bridge School is committed to professional development, collaborative work, and the well-being of both its staff and students. We provide dynamic, high-quality specialist training and professional development pathways for all staff, ensuring a listening, responsive, and supportive culture.**

**Our vision is to be a leading provider of education for children and young adults with autism, combining ABA, evidence-based therapy, and effective personalised curriculums to enable pupils to fulfil their potential, prepare for adulthood, and lead happy lives.**

## **JOB DESCRIPTION Head of Cohort— Teaching**

**JOB TITLE:** Head of Cohort – ABA

**REPORTS TO:** Executive Team and Governors

**GRADE:** L6-L14 dependent on experience

### **JOB PURPOSE**

As a member of the leadership team, you will support the leadership with management, delivery and monitoring of high-quality curriculum and teaching as part of a multi-disciplinary team, in order to enable all children at Forest Bridge to reach their full potential.

### **MAIN RESPONSIBILITIES / DUTIES**

#### **Leadership**

- To fully participate as a member of the school's Senior Leadership Team.
- Forest Bridge School is committed to an inclusive, dignified, and child-centred approach, grounded in deep respect for neurodiversity, individuality, and personal development. The Head of Cohort is expected to uphold and actively model the school's values in all aspects of their leadership and practice.
- Lead with integrity, empathy, and curiosity, fostering psychologically safe environments for pupils, families, and staff.
- Ensure that high expectations are balanced with compassion, reasoned adjustment, and a deep understanding of each pupil's lived experience.
- Support a cohesive, multidisciplinary approach that places the pupil's wellbeing, communication, and long-term outcomes at the centre of decision-making.
- As a member of SLT, lead the school's strategic development in the allocated areas of responsibility, embedding, maintaining and monitoring to ensure the highest standards.
- To contribute to the School Development Plan
- To prepare appropriate materials and reports for meetings of the Governing Body and relevant committees within scope of the job purpose
- Promote a culture of unity and collaboration
- To build and maintain excellent relationships between all staff, promoting a seamless team around each child.
- To collaborate with SLT on consistent communication and implementation of school policies, local legislation, teacher standards and education policies and revise or develop new policies and procedures, as needed.
- Be rigorous and consistent in all aspects of quality assurance.

## **JOB DESCRIPTION Head of Cohort—Teaching**

### **Main**

- Alongside the Head of Cohort – ABA, take a strategic lead in the quality assurance of education at Forest Bridge School. Bringing together all evidence to evaluate quality and consistency across cohorts.
- Provide strategic leadership for the design, delivery and continuous improvement of the curriculum and teaching across cohorts, ensuring alignment with school ethos, safeguarding expectations, and an evidence-informed approach.
- Support the day-to-day running of teaching provision alongside other SLT members, ensuring effective systems, appropriate deployment, and consistent practice across learning environments.
- Act as the go to person for curriculum leads across the school.
- Quality assure that the school's teaching and curriculum remains fun, functional and promotes meaningful outcomes.
- Provide leadership and support to curriculum leads, strengthening consistency, professional development, and implementation of the curriculum.
- As a member of the leadership team, support crisis within the school
- Provide weekly mentorship and support to middle leaders, including professional development, and pastoral support.
- Support the delivery of high-quality training to staff in collaboration with SLT ensuring training translates into consistent practice.
- Contribute to induction, coaching and performance development systems that strengthen staff confidence, competence, and retention.
- Contribute to excellent home/school partnerships, ensuring families experience clarity, consistency and trust in the school's behavioural and learning approaches.
- Liaise effectively with ABA supervisors, therapists (Speech & Language, Occupational, and others), and external professionals; contribute to review meetings and provide clear, evidence-based input where appropriate.
- To be committed to keeping up to date with the latest educational research and practices to support the Schools Research and Further Development Lead

### **GENERAL**

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time in line with the role. Any such duties should not however substantially change the general character of the post. It is anticipated that this job description will change over time in accordance with the needs of the role. The role holder will be consulted on any proposed amendments.

## Person Specification Head of Cohort Teaching

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS) or recognised equivalent	√	
Additional Autism/SEN specialist teaching qualification		√
Recent leadership training		√

Experience	Essential	Desirable
At least 5 years' experience teaching pupils with Autism/SEN (special or mainstream)	√	
At least 2 years' experience working successfully as a senior or middle leader in a school (or as an advisory teacher)	√	
Evidence of a whole school responsibility and experience of turning policy into effective and successful practice	√	
Leadership of a significant area/phase/inclusion	√	
Ability to monitor and assess quality of teaching and learning (through structured QA activity)	√	
Work successfully with parents and a variety of professionals	√	
Experience in more than one school / variable experience in one school		√
Experience of moving teaching from RI to Good or Good to Outstanding		√
Experience of working with assessment systems		√
Experience supporting staff wellbeing and retention in emotionally demanding environments	√	

## Person Specification Head of Cohort Teaching

Knowledge	Essential	Desirable
A clear understanding of the essential qualities necessary for effective teaching and learning	√	
Up to date knowledge of statutory regulations and guidance relating to the post	√	
Thorough knowledge of the requirements of the National Curriculum and implications for pupils with ASD; understanding of how to make curriculum functional and meaningful for all learners	√	
Understanding of effective behaviour and teaching strategies frequently used with pupils with ASD	√	
An awareness of, and commitment to, working in an ABA (Applied Behaviour Analysis) school	√	
Knowledge and experience of working with pupils who have challenging behaviours	√	
Ability to analyse data to evaluate pupil groups, pupil progress and plan an appropriate course of action for whole school improvement	√	
Ability to review whole school systems to ensure robust evaluation of school performance and actions to secure improvements	√	
Understanding of how educational, behavioural and therapeutic approaches combine within a multi-disciplinary provision model		

## Person Specification Head of Cohort Teaching

Skills and competencies	Essential	Desirable
Demonstrate high quality teaching strategies across at least two of our pupil cohorts.		
Able to work independently and use own initiative	√	
Able to make timely and ethical decisions under pressure and take responsibility when required	√	
Strong analytic and problem-solving skills	√	
Ability to relate working practices to the school's strategic vision and outcomes for pupils	√	
Ability to use data to monitor, evaluate and review decisions and outcomes	√	
Feels confident and is able to deliver trainings and presentations	√	
Able to build and work within a collaborative and cohesive team	√	
Able to deal with difficult situations and conversations calmly, professionally and effectively	√	
Will use a positive and flexible management and training approach, including demonstration, and will recognise the contributions of others	√	
Use clear written and verbal communication, knowing when to use tact and diplomacy and when to be firm to best help the interests of the pupils of Forest Bridge	√	

## Person Specification Head of Cohort Teaching

Skills and Competencies	Essential	Desirable
Committed to the principles of ABA, education and continuing professional development	√	
A strong team player who demonstrates excellent interpersonal skills when interacting with others	√	
Displays high levels of emotional intelligence and has a positive impact on others	√	
Support, motivate and inspire both colleagues and pupils by leading through example	√	
Able to manage competing priorities across pupils, staff and organizational demands	√	

Other requirements	Essential	Desirable
A commitment to undertake further training and professional development	√	
An understanding of, and commitment to equal opportunities, and the ability to apply this to all situations	√	
Understanding of your essential role in safeguarding children	√	

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## Benefits

- **Competitive salary**
- **Sociable working hours (no weekends or evenings after 6.30pm)**
- **A friendly and supportive team**
- **Staff pensions schemes—LGPS or Teachers pension scheme dependant to role**
- **Free parking**
- **Staff wellbeing and support services**
- **Supervision ( dependant on role)**
- **Staff voice— who organise social events for staff**
- **Tastecard employee discount scheme**
- **Sick pay**
- **Comprehensive induction**
- **Training for professional development such as CEU's, participation in research.**
- **Opportunities for career progression. Including Masters, NPQ's , UKsBA & QTS.**
- **Work From Home opportunities for some roles such as Class Teachers, Supervisors, and Senior Leaders.**