



Come and join Bridge Academy Trust and be part of our future



Mark Farmer, CEO

“We are a strategic and forward-thinking Trust and we recognise that our staff are a precious resource. We aim to appoint and develop professionals who are welcoming, compassionate, highly motivated and who can promote high expectations.

Being committed to excellence, our staff will work in collaboration to build strong partnerships, allowing us to achieve our vision.”

Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.

High quality continuity of every child’s journey through education

High quality and effective transition work between key stages and school transfers, ensures that children are ‘ready’, academically, socially and emotionally for the next stage of their learning journey.

A community and school-led school improvement system

All children and adults are positive citizens within the areas they live and the school it serves.



- ✕ **ENJOY** coming to school and learning experiences available to them;
- ✕ Are **ENRICHED** with a wealth of opportunities inside and outside of lessons and the curriculum, so that all talents are identified and nurtured;
- ✕ **ACHIEVE** high standards:
 - ✕ academically, in terms of examination results;
 - ✕ personally, through their respect for others and their environment;
 - ✕ socially, through their contribution to the life of the school and wider community

Our People Strategy



We aim to transform teaching, leading, and learning to fulfil our commitment to giving our children, young people and our communities, the high-quality education they deserve. Each facet of our improvement strategy recognises the need for schools and the wider MAT to recruit, nurture, grow and plan for the succession of a high-quality workforce.

We recognise the development (support and challenge) of leadership at all levels as the key to sustainable school improvement and this is evident in our ongoing financial and resource planning.

Frequent and regular time with core

improvement team members provides our school leaders and those with leadership responsibility with mentoring, coaching and additional capacity to drive school improvement day to day and over time. There is a shared understanding that school leaders will then work with us to similarly develop staff within their schools, creating a high-quality, committed workforce across our trust.





Richard de Clare Community Academy

At Richard de Clare Community Academy, we pride ourselves on being a school in which children dream big, believe in their own capabilities and work hard to achieve the dreams and ambitions that they have. Our school's core values of being kind, safe and respectful underpin our curriculum and the work that we do to ensure that children who attend our school are respectful and safe members of the school and wider community. The children that attend Richard de Clare are happy and enthusiastic and so eager to learn. Alongside our delightful pupils, we offer a supportive environment with a welcoming team who are very hardworking and committed to achieving the very best outcomes for our pupils. As a school, and trust, we have a commitment to high quality continual professional development to ensure all at Richard de Clare are continually learning and improving.



Lucinda Bellett,
Head of School



Our school is located in the picturesque town of Halstead, North Essex and accommodates children from nursery age to 11 years



We have 346 children on roll



We have 55 members of staff



Ofsted rated Good, May 2022.
Joined Bridge Academy Trust in April 2021.

Richard De Clare is a community school, where individuals are valued and differences celebrated.

Our motto is: **'Dream big, work hard, believe and achieve.'**

Everything we do is underpinned by a set of values, agreed in consultation with our community. Children are at the centre of everything that we do and we aim to ensure that all children have a happy and successful experience at our school.

We believe in firm but fair discipline with an emphasis on positive behaviour management. As a fully inclusive school we welcome all children and work closely with parents and outside agencies to make any necessary adaptations both before admission and during a child's time in our school.

EYFS (age 3-5)

Knights Nursery &
Reception

Key Stage 1 (age 5 -7)

Year 1 and 2

Key Stage 2 (age 7-11)

Year 3 to 6

School Ethos

As a school community we...

- ✗ work in partnership with the whole community to enable all our learners to be healthy, engaged, independent and resilient
- ✗ aim to provide enjoyable, challenging opportunities where everyone feels valued and believes that they can reach their full potential
- ✗ provide a community where progress is made, lifelong learning is encouraged, and achievement is celebrated