Temporary Teacher of Girls’ Physical Education
MPS/UPS

Required for September 2018

Recruitment Information Pack
Immanuel College
Idle, Bradford BD10 9AQ
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Dear colleague,

Thank you for taking an interest in joining my staff team here at Immanuel College. We are well on our way to becoming an outstanding learning community and this is an exciting time to join us.

We are a thriving and successful 11-18 Church of England Secondary Science College serving the communities on the northern border between Leeds and Bradford.

Our ethos is very important to us as it means that our students will develop within a caring Christian environment. Immanuel means ‘God with us’ and sums up what we believe. Our last faith inspection confirms we are an Outstanding Church school that is outstanding at meeting the needs of all learners. In 2016 we joined Bradford Diocesan Academy Trust this has offered a wide range of opportunities for colleagues to work with, and to support, colleagues across the academy chain.

Our goal at Immanuel College is to become an outstanding school that delivers educational excellence. The community we serve faces levels of socio-economic deprivation and the achievement of their children is a vital basis for their future life chances. As Headteacher I am fortunate to work with a talented staff team who demand the highest standards of teaching and learning and deliver this with commitment and enthusiasm. We need staff with energy and commitment who recognise the potential of our students.

In 2012, Ofsted judged us to be a ‘good’ school, and we have continued to make further progress in the last 6 years. Our students make excellent progress and our GCSE and A level results are good with outstanding results in many subjects. We have a thriving and inclusive Post 16 and are proud of the successes of all our students, many of whom move onto higher education, including Russell group universities.

We offer a comprehensive and personalised CPD programme consisting of internal and external courses and training, which are intended to develop teacher expertise. We place great emphasis on common goals and teamwork, and as a school we are consistently looking for ways to further raise the bar both for our students and staff.

If you share our enthusiasm for learning and would like to visit us at our best then please get in touch.

I look forward to meeting you, and reading your application.

With all good wishes,

Jane Tiller, Headteacher
The Physical Education and Sport Faculty

The PE and Sport faculty is an extremely popular and active area of the school. The faculty comprises of five full time teachers and one part time teacher.

The faculty is well equipped with a range of practical facilities to cover all areas of the curriculum. These include a Sports Hall/Gym, two separate fields with two 7-aside pitches and three 11-aside football pitches. In addition the college is planning to create a new sports hall.

The PE and Sports Faculty offer a wide range of courses at Key Stage 4 and 5. At present the faculty has a total of 11 examination classes, 7 at KS4 (including 2 GCSE cohorts in year 10) and an additional 4 at KS5 demonstrating the high percentage of students opting to study PE and Sport at a higher level. The faculty achieved outstanding results in 2017; all examination classes made ‘outstanding’ progress. The faculty achieved 96% A*-C in GCSE PE (including 13% A*/A grades), 100% pass rate at BTEC Sport Level 2 (including 46% Distinction or Distinction*) and 100% of students achieved a Distinction or Distinction* at Level 3 (equivalent A/A*).

At Immanuel College extra-curricular activities are an integral part of school life and we pride ourselves on our team spirit and ability to work with a range of competitive sports teams, house events and clubs throughout the year. We run morning, lunchtime and afterschool clubs throughout the week for all students to experience positive and engaging activities.

This is an outstanding opportunity to develop the skills and talents of all our students and to contribute to the development of a thriving faculty which is at the centre of the school community.

If you are a highly motivated, energetic person and are seeking to become involved in all areas of a constantly developing and fast moving faculty, then you may be the person we are looking for to join our team
Application Process

The closing date for all applications is 9am on Monday 11th June 2018.

Completed applications must be returned to Katie Green at Immanuel College ideally by email to:
katie.green@immanuel.bradford.sch.uk
Postal applications should be returned to Katie Green, Immanuel College, Leeds Road, Bradford, BD10 9AQ.

All applications will be acknowledged within 24hrs. Should you fail to receive a confirmation, please call 01274 425900

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within two weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need any further information please contact Katie Green on 01274 425900, or email katie.green@immanuel.bradford.sch.uk
Bradford Diocesan Academies Trust (BDAT)

About BDAT

Immanuel College is an Academy within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

General Information and Background

Bradford Diocesan Academies Trust (BDAT) is a Multi-Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford, as part of the Diocese of Leeds.

BDAT is a charity, governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust’s website at www.bdat-academies.org.

Our mission statement

“The Trust’s mission is to provide an education of the highest quality within the context of Christian belief and practice.” We believe every child only has one chance at a good education.

In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable our academies to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working.

Our growth

As of September 2017, the Trust has Academy orders to support 14 Church and non-Church academies across Bradford. This includes four secondary academies (Immanuel College, Buttershaw Business and Enterprise College, Belle Vue Girls and Bradford Forster Academy) and ten primary academies. We envisage we will continue to grow at a sustainable pace over the next few years in line with the Government agenda that all schools will become academies by 2022 to a maximum size of approximately 20 schools. We believe this will mean we are big enough to achieve business economies of scale whist being small enough to retain our family of schools approach where we truly able to know, understand and support each other.

Our Christian ethos

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the Academy, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England Academies, as well as those within the faith.
‘Good learning is encouraged by positive relationships between staff and students, with a strength of the school being its equal focus on the academic, personal and social development of the students’ Ofsted December 2012

Immanuel College is a successful and oversubscribed 11-18 Church of England secondary school which serves the communities around the northern border between Leeds and Bradford. We are fortunate to work in modern school buildings which have helped transform the learning opportunities that are available to our students and the community.

Our vision is to become a fully inclusive and outstanding learning community and we are well on our way to achieving this. Ofsted graded us a ‘good’ school in December 2012.

In order to further accelerate outcomes and continue to grow our talented staff team we are currently seeking to appoint an inspiring and imaginative Teacher of Girls’ Physical Education to join our successful and hardworking Physical Education and Sports Faculty.

You will be a teacher capable of delivering inspirational lessons and ensure that the pupils in your care are appropriately challenged and supported to achieve their very best. This is an exciting opportunity for an individual to join a school with a culture of professional learning and reflection and one which works effectively with its community to bring about sustainable improvements.

We actively welcome applications from talented NQT’s as well as experienced colleagues. We offer a supportive induction programme for all new staff joining Immanuel and we will ensure that you are challenged and supported throughout your career here.

You will be:
- A routinely good to outstanding Teacher of Physical Education looking to start and/or develop your career in a supportive school
- Able to encourage and enthuse students to achieve their full potential
- Inspirational to colleagues and students – sharing best practice

We can offer:
- A school and senior leadership team that will allow you to be inspirational, proactive and play an active part in our school improvement
- Career defining CPD with a strong commitment on developing individual career paths
- A Physical Education and Sport Faculty which welcomes new ideas with energy and enthusiasm

If you are looking to join a school with a culture of professional learning and reflection then we want to hear from you. Visits to the school are encouraged, and can be arranged by contacting Katie Green at Immanuel College. The closing date for applications will be 9am on Monday 11th June 2018 with interviews being held over the following seven days.

To learn more about this exciting role and Immanuel College, visit www.immanuelcollege.net
For an informal discussion please contact Katie Green at Immanuel College on 01274 659827 or email katie.green@immanuel.bradford.sch.uk
An enhanced disclosure from the DBS will be required for this post.
JOB DESCRIPTION

JOB TITLE: Temporary Teacher of Girls’ Physical Education

TEAM/FACULTY: Physical Education and Sport Faculty

JOB PURPOSE: To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students

SALARY: MPS/UPS

ACCOUNTABLE TO: Head of Faculty

ACCOUNTABILITIES- (ACTIONS)

- Plan, prepare and teach lessons of a high standard in accordance with school policy:
  - following designated programmes of study
  - carrying out the necessary assessment
  - use afl to impact on the attainment of individual students
  - providing information/comments for records
  - monitoring students in accordance with agreed departmental strategies in order to raise attainment
- Maintain discipline in accordance with school policies and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality, behaviour, homework etc
- Contribute to school improvement through raising attainment of the individual students in each class
- Positively impact on the attainment of each students
- Contribute to the corporate tasks of development, record keeping, monitoring, evaluation of lessons and maintenance of materials
- Participate in the applications of departmental homework policy which includes setting, marking of homework and monitoring of homework diaries
- Work closely with and consult those teachers who are responsible for similar curriculum areas, ensuring continuity and progression for all students
- Assume responsibility for the attendance, behaviour and progress of a form group
- Work closely with and consult the Year Learning Leader
- Engage in continuous professional self-development to improve the quality of student learning
KNOWLEDGE AND SKILLS

Classroom teachers should demonstrate their knowledge and understanding of:

- preparation of schemes of work and lessons
- principles and practices of effective teaching and learning
- knowledge and understanding of subject area(s)
- principles and practices of monitoring/assessment/evaluation
- principles of raising attainment
- the use of assessment for learning to impact on the attainment of individual students
- the application of information and communication technology (ICT) to learning and teaching in subject area(s)

PERSONAL QUALITIES – SELF AWARENESS

- Empathy
- Organisational awareness
- Service orientation

PERSONAL QUALITIES – DEVELOPING OTHERS

- Change catalyst
- Influence
- Conflict management and resolution
- Team work and collaboration
# Immanuel College
## Person Specification

### Criteria

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<th>Professional attributes</th>
<th>Essential (Application form/Interview)</th>
<th>Desirable (Application form/Interview)</th>
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<tr>
<td>1. Qualified Teacher Status.</td>
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<td>2. First degree or equivalent. (BA, BSC etc.)</td>
<td>X</td>
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<td>3. Outstanding classroom practitioner.</td>
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### Professional knowledge and experience

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<tr>
<th>Professional knowledge and experience</th>
<th>Essential (Application form/Interview)</th>
<th>Desirable (Application form/Interview)</th>
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<tr>
<td>1. Clear educational vision and a strong commitment to the ethos of the school</td>
<td>X</td>
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<td>2. Experience of delivering outstanding outcomes at GCSE level</td>
<td>X</td>
<td>X</td>
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<td>3. Experience of teaching at Post 16</td>
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<td>X</td>
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<td>4. Excellent lesson planning</td>
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<td>5. Excellent delivery using multi-sensory learning</td>
<td>X</td>
<td>X</td>
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### Professional skills and abilities

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<th>Professional skills and abilities</th>
<th>Essential (Application form/Interview)</th>
<th>Desirable (Application form/Interview)</th>
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<tbody>
<tr>
<td>1. Ability to be flexible</td>
<td>X</td>
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<td>2. Excellent written and verbal communication skills</td>
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<td>3. Effective time management and personal organisation skills</td>
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<tr>
<td>4. The ability to cope with pressure and work to deadlines</td>
<td>X</td>
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### Qualities

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<th>Essential (Application form/Interview)</th>
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<td>1. Energy, enthusiasm and a sense of humour.</td>
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<td>2. Adaptability to changing circumstances and new ideas.</td>
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<td>3. Reliability, commitment and rigour.</td>
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<td>4. Enjoyment of challenge.</td>
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### Other Requirements

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<th>Essential (Application form/Interview)</th>
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<td>1. To be committed to Continuing Professional Development</td>
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<td>2. Ability to form and maintain appropriate relationships and personal boundaries with children and young people.</td>
<td>X</td>
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<td>3. Commitment to supporting the college’s Christian ethos.</td>
<td>X</td>
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We hope to scrutinise the above through the selection process which will include an interview

Please note: This post is subject to enhanced DBS disclosure