



Bradford Academy



Application Pack

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Dear Applicant

Thank you for requesting details about a support role at Bradford Academy.

I have lived and worked in Bradford throughout my teaching career. It holds a vibrant, diverse community and possesses unique character. Its diversity reflects Britain. The Academy plays an important part in preparing young people for life in our complex society. Students are prepared to be active participants in their own communities through developing relationships and understanding the importance of exercising their voice. We hold this dear and believe it to be a major reason behind our success. We are developing leaders for the future; both staff and students.

You have shown interest in us at an exciting time. We have recently celebrated our tenth anniversary and continue to be judged by Ofsted as a 'good school'. Having expanded our age range with students from the ages of 2 to 19, you will appreciate that this is no mean feat and we don't sit still. We invest in supporting our students and our teaching staff and we know that the various support roles are integral to our success.

I have worked at the Academy since its inception and am incredibly proud of our achievements. Success is down to working hard. We listen to each other. We do not shy away from challenge.

Why do you want to work for this Academy? I would ask you reflect on the following:

- Your tenacity in being the best.
- Your sense of moral purpose.

You need to be committed to improving the life chances of our students for whom educational success is the only secure route to raising the quality of their future lives. Can you demonstrate how you would contribute to our team to get results? You get things done.

We need colleagues who share our values and aspirations.

Does this resonate with you? Are you inspired? Then start your journey and submit your application.

Yours sincerely,

A handwritten signature in black ink that reads 'Tehmina Hashmi'.

Tehmina Hashmi
Executive Principal

If you would like more information please contact our HR Department on 01274 256789 or by email to recruitment@bradfordacademy.co.uk

TEACHER OF HEALTH AND SOCIAL CARE

MAIN PROFESSIONAL SCALE

All teachers are required to perform the professional duties as set out in the current Academy Teachers' Pay and Conditions document.

The post holder will :

Planning

- a) plan teaching to achieve progression for pupils learning;
- b) provide clear structures for lessons which maintain pace, motivation and challenge for pupils;
- c) make effective use assessment information on pupils' attainment and progress in teaching and planning future lessons;.
- d) plan opportunities to contribute to pupils personal, spiritual moral social and cultural development.

Teaching and Class management

- e) ensure effective teaching of whole classes so that teaching objectives are met and that best use is made of the available teaching time;
- f) ensure that homework is set regularly and marked;
- g) establish a safe environment which supports learning and in which pupils feel secure and confident;
- h) use teaching methods which sustain the momentum of pupils' work and keep all pupils engaged;
- i) set high expectations of pupils' behaviour, establishing and maintaining a good standards of discipline;
- j) evaluate their own teaching critically and use this to improve their effectiveness.

Monitor, evaluate, assess, recording and reporting and accountability

- k) assess how well learning objectives have been achieved and use this assessment;
- l) mark and monitor pupils' assigned classwork and homework, providing constructive oral and written feedback, and setting targets for pupils' progress;
- m) assess and record pupils' progress systematically;
- n) use comparative data to set clear targets for pupils achievement.

Other Professional Requirements

- make a significant contribution to Health and Social Care so that it is organised to meet the aims and objectives of the Academy and the subject and in particular to the :

Strategic direction and development of Health and Social Care

help to develop and implement policies and practices for Health and Social Care which reflect the Academy's ethos and commitment to high achievement, effective teaching and learning and good student behaviour;

- establish short, medium and long term plans for the development and resourcing of Health and Social Care which are clear about action to be taken, timescales and criteria for success;
- work to put the plans into practice;
- monitor the progress made in achieving development plans and targets and use this to inform future planning and development and participate in the annual review of the department's work and progress;
- participate in departmental meetings and contribute to planning and policy making.

Efficient and Effective deployment of resources

- use available resources with maximum efficiency to meet the objectives of the Academy and subject plans and to achieve value for money;
- use accommodation to create an effective and stimulating environment for the teaching and learning of Health and Social Care.
- establish effective working relationships with professional colleagues ;
- set a good example to the pupils they teach, through their presentation and their personal and professional conduct;
- be committed to ensuring that every pupil is given the opportunity to achieve to their full potential and meet the expectations set for them;
- keep up to date with research and developments in pedagogy in the subjects that they teach;
- understand their professional duties in relation to the Academy policies and practices.
- commit to the Academy Code of Ethical Practice to ensure that Safeguarding policies are fully implemented.

Conditions of employment

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment).
- Work across the Academy to support and encourage the school's ethos and its objectives, policies and procedures as agreed by the Governing Body.
- To uphold the school's policy in respect of Safeguarding including committing to the Code of Ethical Practice
- Be aware of and comply with policies and procedures relating to health, safety and security, confidentiality and Data Protection, reporting all concerns to an appropriate person.
- Perform any other reasonable tasks after consultation with the postholder.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the postholder.
- All staff participate in the school's performance management scheme.

Information for Applicants

Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification

This specification sets out which criteria will be used to shortlist candidates for interview.

Visiting

We welcome informal visits from all Applicants before they apply. If you wish to do so, please contact recruitment@BradfordAcademy.co.uk to arrange an appointment.

Applying

If you decide to apply for this post please complete the enclosed application form. Your formal letter of application (supporting statement) should be no longer than 3 sides of A4 and should address the selection criteria and competences detailed in the person specification. The Academy must receive a signed copy of the form.

Please email to;

recruitment@BradfordAcademy.co.uk

Or

Post to HR, Bradford Academy, Teasdale Street, Bradford, BD4 7QJ.

Interviews

Shortlisted candidates will be contacted within two weeks of the closing date. All appointments will be subject to satisfactory DBS/ISA registration and reference checks.