

Further Information: Dixons Academies Subject Teachers

Dixons NQT Pool Role

In order to support our 6 secondary Academies in appointing high quality teachers later in the academic year, Dixons Academies Trust is looking to recruit a small pool of highly qualified, talented teachers.

Dixons Academies Trust offers you the opportunity to:

- make a lasting difference for the young people of Bradford and beyond
- work in highly successful and rapidly improving schools
- teach students who learn and behave exceptionally well
- gain inspiration of what works from our 9 dynamic academies and national partners
- be coached and take part in practice to improve at every step of your career
- progress as a teacher and leader of learning with Dixons, including our growing free schools in Bradford and Leeds

Where will you work?

Dixons NQTs will be recruited by Dixons Academies Trust to be deployed in any one Dixons academy. A salary enhancement of £2,000 will accompany recruitment to this post. The preferences of Dixons Group pool teachers will be considered along with vacancies and the overall capacity of the academies when making deployments. Deployment to specific academies will be made in May or early June.

Visit our inspirational schools

Potential applicants will have the opportunity to visit at least one Dixons academy and talk to current Dixons NQTs before the closing date for this post. Successful candidates will have opportunity to visit all Dixons Academies before they are deployed. Your preferences will then be taken into account where there is a post in more than one academy. There will be a Dixons induction event in May for a more detailed introduction to the Academy Trust and our schools. You will also be invited to a Dixons ITT / NQT event to meet your fellow NQTs. Once deployed, your academy will invite you to spend time in June or July on orientation and formal academy induction.

Join a fantastic group of new professionals

Once in post you will join the Dixons NQT network which meets 6 times a year to share experience, practice and learn from other talented Dixons teachers. Within this network you will have the opportunity to collaborate with other teachers from your area of specialism. This Dixons network continues in your RQT year where you will have the opportunity to lead the professional development of your peers.

Weekly Support for Dixons NQTs

All Dixons NQTs have a dedicated mentor and will take part in weekly coaching and practice to continue to improve as a teacher.

Application & Selection Process

We strongly advise applicants to visit one of our academies before applying. and meet the staff and scholars. Changing employment is a major life event and informed choices often result in more successful transitions for both the employer and employee.

1. Please complete the Dixons Group application form and email it to j.kidd@dixonsca.com before the advertised deadline (a covering letter is not needed but if you wish to attach a supporting statement rather than completing the box on PDF please do so).
2. Your application will be assessed along with the others against the personal specification for the job advertised (please use this when writing your supporting statement) and then a short list will be created. The academy uses a scoring system to generate a short list.
3. The academy will aim to contact the candidates shortlisted for interview at least 48 hours' notice prior to the interview (if you do not hear from us before the interview day please assume you have been unsuccessful on this occasion).
4. If you are shortlisted, we will take up references prior to the advertised interview date. Please remember that one of your references must be your current or most recent employer. Two satisfactory references must be received before we can appoint anyone to a post at Dixons Academies. The referee will be asked to provide information about your last/current role in relation to salary, length of employment, suitability to work with children and any disciplinary records along with being asked to assess your skills and abilities for the advertised role. Your referees may be contacted to provide additional information if something is unclear or there is a discrepancy with other information that has been provided. We will not accept e-mail addresses such as gmail.com, yahoo.com etc. to contact your referees and please note that your referees should be known to you in a professional capacity as 'friend' is not acceptable.
5. The selection process will involve various activities related to the role. There is likely to be a scholar panel and for teaching roles, applicants will be asked to teach at least part of a lesson. We are fully committed to safeguarding children so there will always be some questions relating to safeguarding issues regardless of the role applied for. As part of Dixons being committed to diversity and the requirements of the Equality Act 2010 we would ask any potential candidate to contact us who would like us to consider adjusting the application and selection process to ensure that any candidates with a disability are not disadvantaged in any way by the academy processes.
6. Candidates, once short listed will receive a programme for the day outlining the activities that will be undertaken and any additional resources that might be needed on the day. Candidates will be asked to bring proof of qualifications, photographic proof of identity along with documentation to show they are eligible to work in the UK where appropriate.
7. The interview panel will consist of at least one Senior Leader and up to 3 other relevant members of staff / Governor. At least one member of the interview panel will have had recent safer recruitment training.
8. Once all of the selection activities have been completed by all applicants the interview panel will consider to what extent each candidate met the personal specification and a decision will be reached. All short listed candidates will receive a telephone call from a member of the interview panel and feedback will be offered.
9. Shortly after the interview day the successful candidate(s) will receive various documents to read and sign in order to process their employment. This will include an enhanced DBS check and checks will also be made against the Independent Safeguarding Authority Barred List. All such checks must be satisfactory before any contract can be signed and work can take place at the academy. Any offer of employment is **on the condition of satisfactory references and DBS check**.

Find Out More

Please see the Dixons Academies Information Pack and website for further detail on our academies and what Dixons can offer you. www.dixonsacademies.com. There are information evenings and opportunity to discuss the post and our schools further on **Wednesday 20 December 2017, Dixons McMillan Academy and Thursday 11 January 2018, Dixons City Academy, both at 5.30- 6.30pm.**