



# Recruitment Pack

## Lead Practitioner – Curriculum Design and Student Progress (Maths)



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## **Vacancy Details**

One In A Million Free School – Bradford  
Enjoying today, preparing for tomorrow!

### **Lead Practitioner – Curriculum Design and Student Progress (Maths)**

Salary: Lead Practitioner Scale – L7 to L9

Contract: Permanent – Full time

Start date: January 2024

We are looking to appoint a Lead Practitioner, the successful candidate will be accountable for curriculum design and student progress, and attainment in the Maths Department and other areas of the school as directed by the Senior Leadership Team.

This role is suitable for a dedicated and excellent teacher who is ready to take on a wider range of leadership and management responsibilities, linked to school improvement at department and whole school level.

#### **You should be:**

- A collaborative practitioner who can work in partnership with the department, other members of the Teaching Team, Middle Leaders and the Senior Leadership team to ensure students achieve or exceed their potential.
- Committed to the vision of the school that offers a learning experience that is themed across Sports, the Arts and Enterprise.
- An excellent classroom practitioner of Maths with a proven track record of impact on student outcomes.
- Able to inspire individual members of staff, department teams and promote excellent teaching and learning within the department and across the school.
- Able to take responsibility for the continual improvement of the quality of teaching and learning across the Maths department and across the school; developing cross and extra-curricular improvements.
- Able to Confidently deploy the principles of curriculum design and use these skills and wider understanding to support the creation and implementation of a well thought out and sequenced curriculum for Maths which is continuously monitored and evaluated.
- Data focused to support and secure students' progress and attainment.
- Student focused, ensuring all students are engaged and motivated to learn so that they achieve or exceed their potential; being accountable for the

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progress of students and quality of teaching within the Maths Department.

- Able to work with teachers, Subject Leaders and Heads of Faculty/Department to improve the quality of the curriculum offer and its impact on students' progress and attainment.
- Able to demonstrate a commitment to our values: compassion, honesty, integrity and excellence.

We believe every student is unique and should be valued for being who they are. We are offering the successful candidate the opportunity to shape whole school strategies which support the development of numeracy skills within the Maths department and across the wider school curriculum; having a demonstrable impact on students' learning and progress' indicated by DfE accountability measures. In addition you will contribute to the continuous improvement of Teaching & Learning via the Quality Assurance and Continuous Professional Development process.

To consider this role you would have to ask yourself:

- Am I compassionate?
- Am I honest?
- Do I act with integrity?
- Do I embody excellence?

If you can say yes to the above and have the appropriate experience then we would encourage you to apply.

To apply and for further information about our school please visit [www.tes.com](http://www.tes.com)

Closing Date: Outlined on Tes.com. We reserve the right to interview and or appoint prior to the end of the advertised period.

### **Safeguarding**

One in a Million Free School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We follow safer recruitment practices. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020 and appointment is therefore subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service.

## Hub and Spoke

The ethos and vision of the One In A Million Free School are based upon our extensive experiences of delivering successful community based programmes in sport, the arts and enterprise.

The “Hub and Spoke” Model links the One In A Million Free School (hub) with our existing range of community activities (spokes).

Our “Wheel of Hope” vision places our Free School at the heart of all that the charity does to ensure that our innovative education projects reach as many young people as possible in and out of school throughout the Bradford community.



# JOB DESCRIPTION

<b>JOB TITLE:</b>	Lead Practitioner Curriculum Design and Student Progress (Maths)
<b>JOB LOCATION:</b>	One In A Million Free School, Bradford
<b>REPORTS TO:</b>	Senior Leadership Team
<b>PEOPLE RESPONSIBILITY:</b>	Members of the teaching team as directed by SLT
<b>BUDGET RESPONSIBILITY:</b>	As directed by Principal

## **ONE IN A MILLION FREE SCHOOL VISION & VALUES**

**Our overall aim** is to ensure students achieve or exceed their potential, make a difference to young people by engendering respect, self-regard, motivation and engagement. The ethos of our school will be rooted in the name of our charity, where every young person is recognised and valued as 'One In A Million'.

**Our mission** is to enhance the life chances of all students at the One In A Million Free School through a broad and balanced curriculum, and the connected curriculum of Sport, the Arts and Enterprise.

**Our vision** is that each student will utilise their skills, talents and educational achievements across sport, the arts and enterprise to better themselves and their communities.

**Our values:** We are driven by our 4 core values, Compassion, Honesty, Integrity and Excellence

## **JOB PURPOSE**

The Lead Practitioner is responsible for developing and quality assuring curriculum design within the Maths Department. The post holder will be responsible for the implementation of strategies which support the development of numeracy within the department and at the whole school level. You will also support the Senior Leadership Team to continue to improve the quality teaching and learning across the school, in line with the school development plan.

The post holder will work with the Heads of Department to enhance the quality and coherence of the curriculum (including assessment) and continue to develop the

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curriculum offer (including within the connected framework) to achieve the school's stated outcomes for students.

The post holder will support the Department Team to ensure that students are highly engaged, motivated and achieve or exceed their potential; being accountable for the progress and attainment of students and the quality of teaching and learning within the Department (Maths). To support the Principal in continuing to lead on whole school recovery. This will include ensuring all staff recognise the importance of planning and delivering their lessons in ways which will encourage the active participation, learning and achievement of all students and narrowing gaps. This will also include support and guidance for staff on ensuring students' wellbeing, confidence and behaviours are addressed to retain the high standards and culture of One In A Million Free School.

The post holder will lead and drive the implementation of the school's vision and ensure the school remains true to its aims, vision and mission; upholding the principle that *we are here to put the needs of our students and young people first*.

### **KEY RESPONSIBILITIES:**

#### Improving Teaching and Learning

- Create an ethos within the school in accordance with our school values: Compassion, Integrity, Honesty and Excellence.
- Maximise the progress and attainment of all students; being accountable for the development of the quality of teaching and learning within your specified curriculum area/whole school focus.
- Lead on the strategic development and delivery of the whole school Recovery - Numeracy.
- Ensure objectives to develop Recovery are reflected in School Improvement plans and Pupil Premium Strategy.
- Ensure the assigned focus of responsibility develops appropriately and is monitored and evaluated on a termly basis.
- Actively seek best practice, rooted in sound research to produce high quality teaching materials illustrating best practice and educational research.
- Share knowledge with staff and offer support to implement the research into their own practice.
- Inform staff about the latest innovations in intervention strategies.
- Identify resources required to meet the needs of all students and advise the Principal of priorities for expenditure.
- Assist the Head of Department in all aspects of the management of both

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KS3 and KS4 Maths, including deputising in their absence.

- Promote high standards for teaching and learning within the Department and across the school.
- Model consistently high-quality teaching and be able to demonstrate excellent practice to others.
- Proactively encourage teachers to engage with CPD and develop further expertise in their classroom practice.
- Provide mentoring/coaching to individual teachers' in need of 1-to-1 support to improve their practice.
- Be up to date with changes/initiatives in the subject, examinations and requirements for FE and HE related courses.
- Quality assures appropriate schemes of work, and supporting curriculum documentation, for all the courses of study. Ensure these documents are followed by the department team and that they are kept under review.
- Analyse internal assessment and external examination results and use this data to critically review curriculum documentation and teaching and learning in the light of these results, supporting the relevant changes/improvements.
- Review records of all students' attainment and progress in the subject including internal assessments, internal and external examination results to evaluate curriculum impact.
- Make effective use of assessment data to inform intervention for students and staff.
- Encourage effective, innovative and imaginative curriculum work within the Department and in cross-curricular ventures.
- Lead on planning activities and resources to support students who require help within the subject area.

### **Leading and Managing**

- To identify and lead on closing any specific gaps in learning relating to Maths.
- Be accountable for the raising of attainment, achievement and progress of all students.
- To lead on supporting staff to understand and interpret data in order to improve teaching, learning and progress.
- Work closely with the Vice Principal and Assistant Principal of Teaching and Learning to ensure parents/carers are provided regular, robust feedback on their child's progress.
- Inspire a positive atmosphere in the Department and across the school, which enables all staff to develop and maintain an enthusiastic attitude towards the subject/s and confidence in teaching it.
- Contribute to the overall academic leadership of the school.

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- Oversee the welfare of teachers within the Department and wider school as directed.
- Use the Quality Assurance process to evaluate the quality of teaching and learning in the Department and wider school: identify best practice and any training needs and establish action plans for areas of development, working with the Senior Leadership Team.
- Support the Head of Department (Maths) to continuously improve the quality of data informed practice including monitoring the quality of teaching and learning within the Department.
- Support a process of performance management that inspires colleagues to sustained excellence, challenges under-performance and ensures an excellent learning experience for ALL members of the community.
- Take a strategic role as part of the Extended Leadership Team - contributing to school development/improvement, school ethos, planning and self-evaluation processes.
- Support trainee teachers/ECTs/new staff, as required, in conjunction with the Senior Leadership Team.
- Support and guide colleagues where appropriate, including in the development of classroom management strategies.
- Lead on identifying high quality CPD programmes to improve quality of teaching and learning.
- Attend and contribute to Middle Leadership meetings and other meetings as required.
- Support Departmental Development Planning which contributes to and draws down from the School Strategic Development Plan.
- Direct and supervise support staff assigned to you, and where appropriate, other teachers.
- Contribute to the recruitment and professional development of other teachers and support staff.
- Be prepared for and be able to respond to an unexpected situation e.g. where members of the Department may be required to work in a different way.
- Demonstrate the flexibility to respond to the short, medium and long term needs of the school.
- Ensure that all policies including overarching School policies relating to health and safety, safeguarding and welfare of students and staff are understood and deployed appropriately within the Department, by all members of the team.

### **Teaching Responsibilities**

Currently the Maths department comprises 4 members of staff, who work closely together and share the teaching of Maths throughout the School.

You will:

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- Support the Head of Department to identify strengths and weaknesses in student progress, formulating appropriate interventions for students to be implemented with other colleagues.
- Support the Head of Department to audit curriculum documentation and revise/design documentation as appropriate or directed by the Senior Leadership Team. Maintain and develop schemes of work, where appropriate, within the framework of the agreed curriculum and the requirements of examination boards, working collaboratively across the school and with external partners where appropriate.
- Review assessment data, including reports to parents, internal records, and records of achievement, internal examinations, and also with external examinations; to formulate and implement effective interventions for staff and students.
- Maintain an up to date knowledge of curriculum developments affecting the Department (Maths) and provide support and input to the development of the curriculum across the school.
- To carry out a teaching commitment in line with the professional duties of a teacher and school needs.
- To model the standards and behaviour of an outstanding practitioner.

In addition to the above you will have significant role in strengthening the community by:

- Establishing purposeful and effective partnerships especially with regard to curriculum development and delivery.
- Working closely with other schools, locally, nationally and internationally.
- Providing and encouraging creative ideas for integrating learning experiences across sport, arts and enterprise.
- Working with all students and staff without prejudice to establish and implement effective strategies for equality.

### **GENERAL RESPONSIBILITIES:**

In addition to the specific responsibilities detailed above, the following general responsibilities apply:

- Comply with all One In A Million Free School policies and procedures ensuring commitment to the school's mission and values.
- Proactively promote and uphold One In A Million Free School acting as an Ambassador.
- Behave in a professional manner (both in and out of school) ensuring that One In A Million is not brought into disrepute.
- Assist in the development of excellent working relationships throughout the school.

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- Foster good relationships with external organisations that provide goods and services.
- Take responsibility for Health and Safety of yourself and that of others.
- Commit to ensuring your own personal development.
- Comply with all contractual, legal and reasonable requirements of any venue being used by the school for its activities.
- Carry out any other reasonable duties associated with the post. or as directed by the Principal.

### **SAFEGUARDING:**

- In common with all employees this role includes responsibility for promoting and ensuring the safeguarding and welfare of children and young persons with whom you come into contact with.
- Adherence to the School's Child Protection Policy Statement is required at all times.
- If you become aware of any actual or potential risks to the safety or welfare of students or other children in the school this must be reported to the OIAMFS Designated Safeguarding Lead or Deputy Lead.

# Person Specification

## ATTITUDES

Aspect	Assessed by	Essential / Desirable
Demonstrates and exemplifies the schools values and a commitment to the mission and vision of One In A Million Free school and demonstrates how you express this both in work and life.	Interview & Application	E
Demonstrable leadership qualities that motivate and inspire staff and students to excel.	Interview & Application	E
A positive approach and readiness to work across school and be a creative contributor to teams.	Interview & Application	E
Maintains highest professional standards.	Interview & Application	E
Forms excellent relationships and trust with colleagues and students.	Interview & Application	E
A leader and a team player able to motivate others	Interview & Application	E
Committed to individualised and personalised learning with an inspiring, enthusiastic approach that engenders a desire for learning	Application & Interview	E
Understands the process of learning and embraces new robust research about learning	Application & Interview	E
Committed to using a variety of learning environments and resources, including technologies, as appropriate, to maximise learning and progress	Application & Interview	E
Treats everyone with respect and dignity and shows commitment to Equality and Diversity and its effective implementation	Application & Interview	E
Committed to Continuing Professional Development both personally and for colleagues	Application & Interview	E
Committed to collaborative learning and partnerships	Application & Interview	E
Exemplary pastoral and safeguarding practice	Application & Interview	E

Demonstrates empathy with students, parents and colleagues and is committed to promoting the wellbeing of students	Application & Interview	E
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## **KNOWLEDGE & QUALIFICATIONS**

<b>Aspect</b>	<b>Assessed by</b>	<b>Essential / Desirable</b>
Educated to Bachelor's degree level at a minimum in the subject or closely related subjects	Application	E
Evidence of relevant level of subject knowledge and/or experience of delivering in the vocational areas of arts, enterprise or sports	Application & Interview	E
Teaching Qualification	Application	E
Higher degree	Application	D
NPQSL or willingness to work towards	Application & certificates	E
Working knowledge of behaviour management strategies and systems	Application & Interview	E
Successful track record of how to use data to track progress, target interventions and impact on student progress	Application & Interview	E

## **SKILLS & EXPERIENCE**

<b>Aspect</b>	<b>Assessed by</b>	<b>Essential / Desirable</b>
Ability to lead a team and support and challenge colleagues	Application & Interview	E
Ability to inspire both students and colleagues	Application & Interview	E
Minimum of 3 years teaching experience, within 11-16 age range	Application & Interview	E
Outstanding classroom practice and demonstrable interest in specialist subject	Application & Interview	E
Ability to analyse and report data	Application & Interview	E

Evidence of a proven track record, of raising the quality of teaching, learning, and achieving high standards in student attainment at Key Stages 3 and 4	Application & Interview	E
Evidence of implementing a strategic plan, within a Department or Faculty, identifying priorities, quality assuring processes and evaluating the impact	Application & Interview	E
Experience of developing curriculum initiatives using the latest technologies to support learning	Application & Interview	D
Provide a safe environment to ensure the physical and psychological safety of the students	Application & Interview	E

A commitment to the holistic development of students – specifically the character development of students	Application & Interview	D
A willingness to contribute to the enrichment activities of OIAMFS and the community work that is at the heart of OIAM.	Application & Interview	E
Evidence of a track record as an effective innovator of education	Application & Interview	E
In-depth knowledge and understanding of national education priorities / developments to include the 11-16 curriculum, raising attainment, assessment for learning, inclusion, and personalised learning	Application & Interview	E
Ability to make sound decisions, identify and solve problems and seize opportunities	Application & Interview	E
Well-developed interpersonal and communication skills (including written, oral and presentation skills)	Application & Interview	E
Ability to manage change, and lead innovations, showing flexibility, adaptability and resilience	Application & Interview	E
Ability to delegate appropriately and hold others accountable while at the same time accepting personal accountability	Application & Interview	E
Positive disposition towards inclusion of all students including those with learning difficulties in mainstream learning and education	Application & Interview	E
Able to build strong relationships with key people in relevant organisations that we partner with	Application & Interview	E

A commitment to generating creative ideas for integrating learning across sports, the arts, and enterprise	Application & Interview	D
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This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.

# READ ALL ABOUT IT!

There's so much MORE exciting news and information still to discover about us. To read further, simply go to the camera on your smart phone, hover over the QR code and follow the link it generates! If you are viewing from a computer visit [oiam.org/freeschool](http://oiam.org/freeschool).

## SCAN ME

with your smart phone camera to view our latest **Ofsted Report**, which reads **GOOD!**



## SCAN ME

with your smart phone camera to view our quarterly **Celebrate magazine**



## SCAN ME

with your smart phone camera to read our **School Prospectus**



## SCAN ME

with your smart phone camera to **view our NEW website** and read about all that we do!



[oiam.org](http://oiam.org)

# Student Voice

"It's a very accepting school. They accept students no matter where they have come from. The Teachers are very understanding. They treat you very nice. I enjoy being at One In A Million because they have lots of activities".

**Vinny**

"It's an awesome school because every Teacher take cares of you in every way and they have good people here".

**Rahat**

"I prefer One In A Million because there are good teachers and good people in this society. I've learnt many things from Year 7 until now in Year 9. If I didn't come to One In A Million, I don't think that I would've had a clue about what I want to do when I get older. I want to become a teacher or a football player".

**Hamad**

"It's a caring school with caring Teachers and they have friendly people".

**Fawzihah**

"The lessons are fun. The school is small so you get to know everyone. The school has good equipment and staff. Even if the lessons are a bad subject, the Teachers know how to make it enjoyable".

**Nathan**

"It's a very good school. They look after people. They have good people in the school and school is very nice".

**Amaan**

# Staff Pulse



I started at One In A Million Free School in September 2015 on a two-year Business Admin Apprenticeship, then became the Attendance Manager and Data & Exams Officer and now I am a Head of Year. One In A Million has given me the opportunity to develop my career into a role which I find rewarding everyday. Working in a school full of dedicated staff and students who are constantly striving for excellence is something that I am proud to be a part of!

**Liam Brennan,  
Head of Year**

Coming to work everyday is easier when you work with the loveliest colleagues.

**Sophia Kadir,  
Learning Support  
Assistant**

I can't thank OIAM enough for their dedication and support in helping me through my career journey. From Volunteering one day a week, to becoming a Learning Support Assistant and now being a Pastoral Leader and Designated Safeguarding Lead, it's safe to say that OIAM have given me life changing opportunities and continue to believe in me and my ambitions.

**Katy Woodcock,  
Head of Year / Designated  
Safeguarding Lead**

Being a small school, this gives it a real sense of community and you get to know both the staff and students really well. The staff are a real strength, they really believe in the well-being and development of all students. They are caring, helpful and supportive, and always go above and beyond.

**Nick White, PE/Geography  
Teacher**

At One In A Million we are a family, we have a very supportive and understanding team.

**Sharee Tingle,  
Cover Supervisor/  
Co-ordinator**

I started at OIAM as a part time sports coach delivering PE for the school and alternative provision. I was then given the opportunity within the school PE department as a full time unqualified PE teacher. OIAM then supported me through my teacher training and within 3 years of my start at OIAM I was a fully qualified PE teacher. 8 years later I am now Head of PE and also oversee our whole school house system. Through the values and vision OIAM have supported me throughout.

**Charlotte Stuart  
Head of PE**



CONTACT US by post, telephone or email. Our details:  
A: One In A Million Free School, Cliffe Terrace, Bradford, BD8 7DX  
T: 01274 723439 E: school@oneinamillion.org.uk

 [www.oiam.org/freeschool/](http://www.oiam.org/freeschool/)