



**Temporary Teacher of Music MPS/UPS
(0.4 fte 2 days per week) – 2 Terms in first instance**

Required for January 2022

Recruitment Information Pack

Immanuel College
Idle, Bradford BD10 9AQ

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Dear applicant,

Thank you for taking an interest in joining our incredible team here at Immanuel College. This is an exciting time to join us as we continue to grow and make progress on our journey towards being an outstanding provider of education in West Yorkshire and beyond.

We are a thriving and successful 11-18 Church of England school, a member of the Bradford Diocesan Academies Trust since 2016, serving the communities on the northern border between Leeds and Bradford.

Our Christian ethos, built upon foundations of perseverance, character and home, is very important to us as it means that our students will develop in a caring environment. Immanuel means 'God with us' and sums up what we believe. Our last faith inspection confirmed we are an Outstanding Church school that is outstanding at meeting the needs of all learners. Joining Bradford Diocesan Academy Trust has offered a wide range of opportunities for colleagues to work with, and to support, colleagues across the entire Trust.

In 2019, Ofsted judged us to be a 'Good' school, which has *'established strong and determined middle and senior leadership teams, who are ambitious for the school's future and have the capacity to effect the rapid changes and actions the school needs to improve towards becoming outstanding.'* 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 provision and are proud of the successes of all our students, many of whom move onto higher education, including Russell group universities.

Our next goal at Immanuel College is to become an Ofsted Outstanding school. 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 an extremely talented staff team who demand the highest standards of teaching and learning and deliver this with commitment and enthusiasm. We need staff with energy, drive and a passion for developing the potential of every student.

We offer a comprehensive and personalised CPD programme, consisting of internal and external courses and training, which are intended to develop teacher and support staff 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' for all of our students and staff.

If you share our enthusiasm for learning and improving the opportunities for young people, then please do not hesitate to get in touch.

I look forward to meeting you and reading your application.

Best wishes

Sean Pickles, Headteacher

Immanuel College Our Goals and Values

Immanuel College is founded on a Christian ethos with a strong aim of working cohesively in the best interests of our students. We are proud of being a fully inclusive school where we celebrate the diversity of our staff and students truly encompassing the view that we are all God's children. This is reflected in our vision:

"A whole school - a family of students, teachers, parents, carers, governors and the Church that puts our students' academic and personal development at the heart of all we do."

Our goal is to continue to be a successful school, by any measure, because we set high standards and we aim for excellence. We value our past but look to invest in our future to leave the school even stronger than when we joined it.

We will achieve the three pillars of our vision by living and breathing a common set of behaviours.

1. One School – The Immanuel Family

We are one school, a collective team that aims to bring the best of Immanuel to our students, recognising them as individuals. We create an enjoyable environment to learn and grow. Sharing and teamwork will be natural. We will:

- aim to get the best from our students
- be agile and flexible
- share knowledge and bring fresh insights
- always act in the interest of the whole school

2. A Place of Learning and Development

Our students and staff will relish their time and experience at Immanuel College. We have talented, enterprising and intellectually curious people who will use their knowledge and skills to achieve success. It is this purpose that enables us to attract, develop and excite students, staff and indeed all our stakeholders. We will:

- be positive and energise others
- invest in personal relationships
- listen with interest and curiosity, encouraging diverse views
- have a thirst for learning and developing others

3. Do the Right Thing

We take pride in all we do and do it with integrity, confidence and humility. We support one another and our communities. We have the courage to express our views. We will:

- put ourselves in each other's shoes
- never be satisfied with second best
- treat people in a way we would like to be treated
- always be brave enough to challenge the unacceptable
- act with integrity and enhance our reputation

We must all accept personal responsibility to play our part in driving our school, demonstrating these values and behaviours - opting out is not acceptable. Put simply, this is how we define success.

'You are all children of God There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.' (Galatians 3:26-28)

Immanuel Music Department

Immanuel Music is an award-winning Department, part of our popular and active Creative and Performing Arts Faculty. Immanuel Music comprises one full time member of staff (Head of Music), 2 part time Music teachers and a full-time specialist Arts technician as well as a extensive team of peripatetic staff who teach both instrumental and vocal lessons on a weekly basis. The Creative and Performing Arts Faculty also consists of the Drama, Performing Arts, Film, Art/Photography and Technology departments who work alongside and support each other.

Immanuel Music is nationally recognised as a centre of excellence in Music Education by Music Mark. We also lead national CPD for Musical Futures.

The Music Department is very well equipped with 2 dedicated Music teaching rooms (one of which is equipped with an ICT Suite), practice rooms and storeroom, and office. We benefit from a wide range of instrumental resources including class sets of Djembe, Samba, and Ukulele and a range of other instruments including Guitars, Woodwind, Strings and Brass. Within the wider Faculty we benefit from a dedicated Drama Studio, Dance/Drama Studio, ICT suite as well as extensive Art facilities and dedicated technology rooms. Both Music rooms have interactive whiteboards as well as a whole range of other video and audio facilities.

We are a growing department; Music has a large cohort at KS4 (24 in the current Y10) undertaking BTEC First Award in Music and BTEC Music Level 3 has been introduced in Sixth form this year. There is always the option to expand this range of courses further to accommodate the strengths of both students and staff.

As in any practical, vibrant, and active department extra-curricular activities are extremely important. We pride ourselves on our team spirit and ability to produce a range of performances and Arts events throughout the year which include a high level of dedication and input, in terms of both time and ideas, from all staff and departments within the faculty. These performances are of a very high standard and are extremely well attended. Regular performances include our yearly musical and Christmas and Summer concerts, work with professionals and external gigs. The extra-curricular clubs which contribute to these performances are very much in demand and include clubs across the faculty. Extra-curricular musical activities typically include Rock Band, Vocal Group, Immanuel Orchestra and Drum Club. Clubs take place after school and are keenly attended by pupils from all year groups. Immanuel College has a rich history of Musical Theatre, and our annual musical is prepared throughout the year in collaboration with our Drama colleagues. We continue to develop and maintain our links with other schools within and without the BDAT academy chain, local primary schools, and other outside agencies to increase the provision we offer.

Are you an extremely lively, passionate, and energetic person who can enthuse and motivate our students? Can you work as part of a team working together to communicate a clear vision, passion, and ideas? Are you keen to be involved in all areas of a very enthusiastic, constantly developing, forward looking and fast moving faculty? If so, you may be the person we are looking for to join our vibrant team at Immanuel Music.

Application Process

The closing date for all applications is 9am on Friday 10th December 2021

Completed applications must be returned to Katie Green at Immanuel College ideally by email to: katie.green@immanuel.bdat-academies.org. 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 2 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.bdat-academies.org

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

BDAT was established in 2012 to support both primary and secondary Church schools needing support within an academy model. As of February 2021, the BDAT family of schools consists of 17 schools: thirteen primaries and four secondaries. For more information on BDAT, visit www.bdat-academies.org.

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

Inclusion

As a Trust we are an inclusive employer. We welcome applications from candidates of all backgrounds, faith, ethnicities or with any protected characteristics. We are simply looking for the very best candidate for the job and will assess your application only on the information in your written application or your performance at interview should you be successfully shortlisted.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, sexual orientation or disability. The person specification sets out the criteria used to assess candidates through the selection process.

IMMANUEL COLLEGE

Idle, Bradford BD10 9AQ | Headteacher: Sean Pickles | NOR: 1600

Temporary Teacher of Music (0.4fte – 2 days a week) 2 terms in first instance

MPS/UPS

(Plus access to an individually tailored CPD package)

Required for January 2022

‘Teachers have high expectations and provide pupils with detailed information and challenges which allow them to improve their work and make further progress.’

‘The school goes ‘above and beyond’ its responsibilities to ensure that all pupils are safe.’

Ofsted January 2019

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 January 2019.

In order to further accelerate outcomes and continue to grow our talented staff team we are currently seeking to appoint an energetic, inspiring and imaginative Teacher of Music to join our successful and hardworking creative arts 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 Music and looking to start and/or develop your career in a supportive school
- Able and willing to participate fully in a wide extra-curricular programme both during and after the school day (including occasional evenings and weekends)
- 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 Creative Arts Faculty which welcomes new ideas with energy and enthusiasm

The closing date for applications will be 9am on Friday 10th December 2021 with interviews being held over the following 7 days.

To learn more about this exciting role and Immanuel College, visit www.immanuelcollege.net

For an informal discussion please contact Katie Green on 01274 425900 or email

katie.green@immanuel.bdat-academies.org

An enhanced disclosure from the DBS will be required for this post.

JOB DESCRIPTION

JOB TITLE: Temporary Teacher of Music (0.4fte)

TEAM/FACULTY: Creative Arts 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 Creative and Performing Arts 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
- Participate in a wide range of extra-curricular activities
- Effectively accompany students during both rehearsals and examinations
- 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 Head of House
- 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	Essential (Application form/ Interview)	Desirable (Application form/ Interview)
Professional attributes		
1. Qualified Teacher Status. 2. First degree or equivalent. (BA, BSC etc.) 3. Outstanding classroom practitioner.	X X	X
Professional knowledge		
1. Clear educational vision and a strong commitment to the ethos of the school 2. Understanding of Key Stage 3 and 4 specifications and programmes of study 3. Excellent lesson planning 4. Excellent delivery using multi-sensory learning	X X X	X
Professional skills and abilities		
1. Ability to be flexible 2. Excellent written and verbal communication skills 3. Effective time management and personal organisation skills 4. The ability to cope with pressure and work to deadlines	X X X X	

Qualities		
1. Energy, enthusiasm and a sense of humour. 2. Adaptability to changing circumstances and new ideas. 3. Reliability, commitment and rigour. 4. Enjoyment of challenge. 5. Willingness to contribute both time and ideas to extra-curricular groups	X X X X X	
Other Requirements		
1. To be committed to Continuing Professional Development 2. Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	X	X

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