



**Teacher of Religious 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 a 'good' Church school that is outstanding at meeting the needs of all learners.

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.

Ofsted have judged us to be a 'good' school, our students make excellent progress and our GCSE and A level results are good with outstanding results in some subjects.

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

Religion and Society Faculty

The Religion & Society faculty comprises 8 full time staff, teaching a range of subjects from Religious Education and Citizenship to Sociology, Law, Criminology and Child development.

The faculty is committed to the promotion of the Christian ethos within school and the community. RE is taught from Year 7 to Year 11, with every student taking RE as a compulsory GCSE in Year 10 and 11, the results of which are significantly above the national average. At post 16 students can study RE A-Level - Philosophy, Ethics and Religion.

The faculty boasts a wealth of strong, experienced teachers and is well resourced with interactive whiteboards and supporting materials. The department works closely with the school's Chaplaincy, Youth Workers from the Salvation Army as well as local church leaders. We offer a high level of support to new members of staff and this extends on a local and national level; there are lots of opportunities to develop your RE career.

The faculty is at the heart of Immanuel life giving both students and staff spiritual support and guidance in addition to taking positive Christian action to live out the Gospel message. Applications are particularly encouraged from candidates with a degree directly relating to the subject

Application Process

The closing date for all applications is 9am on Friday 23rd February 2018.

Completed applications must be returned to Katie Green at Immanuel College
katie.green@immanuel.bradford.sch.uk

Postal applications should be returned to Katie Green, Immanuel College, Leeds Road, Bradford, BD10 9AQ.

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 659827 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 whilst 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.

IMMANUEL COLLEGE

Idle, Bradford BD10 9AQ | Headteacher: Jane Tiller | NOR: 1400

Teacher of Religious Education

MPS/UPS

(Plus access to an individually tailored CPD package)

Required for September 2018

'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 Religious Education to join our successful and hardworking Religion and Society 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 NQTs 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 Religious Education and looking to start and/or develop your career in a supportive environment
- 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 Religion and Society 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.

The closing date for applications will be 9am on Friday 23rd February 2018 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.bradford.sch.uk

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

JOB DESCRIPTION

JOB TITLE: Teacher of Religious Education

TEAM/FACULTY: Religion and Society 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

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 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:

- principles and practices of effective teaching and learning
- preparation of schemes of work and lessons
- 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.	X	
2. First degree or equivalent. (BA, BSC etc.)	X	
3. Outstanding classroom practitioner.		X
Professional knowledge		
1. Clear educational vision and a strong commitment to the ethos of the school	X	
2. Understanding of Key Stage 3 and 4 specifications and programmes of study	X	
3. Excellent lesson planning	X	
4. Excellent delivery using multi-sensory learning		X
Professional skills and abilities		
1. Ability to work in a range of subject specialism's	X	
2. Ability to be flexible	X	
3. Excellent written and verbal communication skills	X	
4. Effective time management and personal organisation skills	X	
5. The ability to cope with pressure and work to deadlines	X	

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