



**Science Progress Leader**  
**TLR 1b - £11,247**

**Required for April or 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**

## Science Department

The department comprises of fourteen teachers, two of whom are members of the senior team. Working alongside the Associate Assistant Head responsible for science are 4 progress leaders. The department is supported by two full-time technicians.

Courses offered at Key Stage 4, include Separate Sciences and AQA combined science. The department has also embarked upon the journey of Combined Science for examination in 2018. At Key Stage 5 A-Levels are offered in Biology, Chemistry and Physics, along with L3 BTEC Science and Medical Science.

Extra-curricular activities are important to us, especially in view of our 'science status'; currently these include lunchtime clubs, science club and trips to various science based attractions. We also have close connections with our feeder primary schools and offer a Science Day each year for Y5 students to promote the fun side of the subject to primary students in the area.

Science is taught in dedicated Science laboratories based on two floors; two prep rooms, one on each floor, serve the laboratories. All of the rooms have interactive white boards and the department benefits from a trolley of laptops with wireless access in each classroom.

## Application Process

The closing date for all applications is 12 noon on Monday 19<sup>th</sup> February 2018.

Completed applications must be returned to Katie Green at Immanuel College ideally by email to:

[katie.green@immanuel.bradford.sch.uk](mailto:katie.green@immanuel.bradford.sch.uk)

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.bradford.sch.uk](mailto: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](http://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

**Science Progress Leader**

**TLR 1b - £11,247**

**(Plus access to an individually tailored CPD package)**

**Required for April or 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 outstanding Teacher of Science to join our successful and hardworking Science department as our new Science Progress Leader. You will already be an outstanding teacher capable of delivering inspirational lessons and able to ensure that students within Science are appropriately challenged, supported and achieve their expected levels of progress or better.

Our Science Progress Leaders work closely with the Associate Assistant Headteacher (in charge of Science) and are responsible for the progress and attainment of a key stage or year group in school.

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 Science teachers currently with a TLR looking to take on a whole school role and further develop their career.

You will be:

- An outstanding Teacher of Science and looking to develop your career in a teaching and learning role
- 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
- Tailored CPD with a strong commitment on developing individual career paths
- A Science department 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. Visits to the school are encouraged, and can be arranged by contacting Katie Green at Immanuel College. The closing date for applications will be 12 noon on Monday 19<sup>th</sup> February 2018, with interviews being held over the following seven days.

**To learn more about this exciting role and Immanuel College, visit [www.immanuelcollege.net](http://www.immanuelcollege.net)**

**For an informal discussion please contact Katie Green at Immanuel College on 01274 659827 or email**

**[katie.green@immanuel.bradford.sch.uk](mailto:katie.green@immanuel.bradford.sch.uk)**

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

## **JOB DESCRIPTION**

### **Science Progress Leader**

#### **The successful applicant will:**

- be a consistently outstanding classroom practitioner
- be able to demonstrate high levels of value added and progress
- have experience and knowledge of the secondary age range
- be able to lead others in developing the quality of teaching and learning to enable high levels of progress for all students within the school with the Head of Faculty and other subject managers
- be energetic, enthusiastic and committed to our students

#### **Range of Duties**

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##### **Key Tasks & Responsibilities:**

- plan and prepare in order to teach to an outstanding level, according to educational needs, pupils assigned to them
- assess, record and report on the development, (intellectual, social, emotional and behavioural), progress and attainment of pupils
- to provide a stimulating and challenging learning environment for pupils
- promote the progress and wellbeing of all individual pupils within school
- participate in performance management
- participate in professional development
- to have knowledge of and implement all school policies
- maintain good order and discipline and safeguard pupils' health and safety during both in and out of school activities
- participate in all team planning meetings where appropriate
- participate in national and school assessment procedures
- ensure the teaching areas are tidy and equipment neatly arranged and accessible
- to encourage parental interest and involvement within school guidelines
- to work within the school philosophy and ethos statement.

##### **Additional Responsibilities:**

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- to work alongside subject leaders to, plan programmes of support utilising a range of strategies in order to improve teaching, learning and progress
- to relentlessly drive year on year improvement in progress levels of all students in Science
- to act as a model of excellence in classroom practice and outcomes
- to lead staff development in order to improve progress in Science, for example by providing demonstration lessons, leading to effective training etc
- to provide verbal and written reports for Leadership Group and Governing Body when required
- to agree and meet targets and deadlines when required.
- to line manage a selection of staff within the Science faculty under the direction of the Head of Faculty

**Immanuel College  
Person Specification**

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Evidence of appropriate professional development</li> <li>• Degree level qualifications in specialist subject</li> </ul>		Application form, letter and interview
Experience	<ul style="list-style-type: none"> <li>• Proven track record of outstanding teaching across KS3, 4 and 5 in specialist subject</li> <li>• Experience of working with parents and community</li> <li>• Proven record of outstanding progress for all students in their classes</li> </ul>	<ul style="list-style-type: none"> <li>• Recent experience leading staff to impact positively on raising standards</li> </ul>	Letter of application and interview Application form and interview
Special Knowledge	<ul style="list-style-type: none"> <li>• Up to date knowledge of National Curriculum and related assessment.</li> <li>• Specialist command of subject</li> </ul>		Interview
Equal Opportunities	<ul style="list-style-type: none"> <li>• Candidates should indicate an acceptance of, and a commitment to, the principles of the school's equal opportunities policies and practices as they relate to employment issues and to the delivery of services to the community.</li> </ul>		Application form and interview
Disposition and Attitude	<ul style="list-style-type: none"> <li>• Approachable, courteous and able to present a positive image of the school at all times.</li> <li>• Able to work as part of a team, flexible, dependable and loyal</li> <li>• Able to exercise patience, kindness and a sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment</li> <li>• A willingness to be involved in the wider community life of the school</li> <li>• A willingness to assist with additional supervisory duties e.g. lunchtime</li> </ul>	Letter, reference and interview

	<ul style="list-style-type: none"> <li>• Able to cope with the challenges of school life, prioritising conflicting demands and pressures</li> <li>• Ability to maintain confidentiality in matters relating to the school</li> <li>• Willingness to support the Christian Ethos of the College</li> <li>• Able to work well leading a team</li> <li>• Able to relate well to others</li> </ul>	<ul style="list-style-type: none"> <li>• A willingness to run extra-curricular activities</li> <li>• A good level of ICT</li> </ul>	
Practical and Intellectual Skills	<ul style="list-style-type: none"> <li>• Good organisational skills.</li> <li>• Ability to manage budgets and assets</li> <li>• Excellent standard of literacy and numeracy</li> <li>• Evidence of the ability to carry out the role of classroom teacher in a negotiated curriculum area.</li> </ul>		Letter, references and interview
Training	<ul style="list-style-type: none"> <li>• Prepared to undertake and lead professional development as required.</li> </ul>		Interview

### *This Personnel Specification*

This personnel specification describes the job requirements on which the short listing and selection decision will be based. To be selected for an interview you must be able to show that you meet all the 'essential' requirements for the post. The very best candidates are most likely to also meet the 'desirable' criteria. To ensure that the short-listing panel can make a proper assessment of your suitability for the post, please ensure that the application shows how you meet the requirements set out in the personnel specification.

### *References and Police Checks.*

All offers of appointment will be subject to receipt of satisfactory references. Specified post, which involves substantial one to one access to children, will be subject to a search of police criminal records and appointment to these posts will be conditional upon confirmation by the police of information provided to us by the applicant.