



Recruitment Pack Head of English



ENJOYING TODAY, PREPARING FOR TOMORROW

 www.oiam.org/freeschool/

Vacancy Details

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

Head of English/Head of The Arts Faculty

Salary: Leadership Scale – L1 to L3
Contract: Permanent – Full time
Start date: September 2020 or sooner

Are you looking for your next challenge? Do you relish the chance to raise aspirations and make a difference? If so we have the perfect opportunity for you.

Who are we?

- OIAMFS opened in September 2013 with just 60 year 7 students, we are now full and oversubscribed every year. We are based next to the iconic home of Bradford City Football Club, Valley Parade.
- OIAMFS is part of the One In A Million family. One In A Million was established in 2006 as a charity that wanted to make a difference in the lives of young people in Bradford through sport, the arts and enterprise. Our name reflects our values: every child is valued and unique.

What we offer:

- We are a small school, with approximately 375 students across five year groups, so our class sizes are never more than 26. This means every teacher knows every student and the students are at the heart of everything we do.
- We teach mixed ability classes at Key Stage 3.
- We genuinely value our staff and fully support their development, well-being and career development.
- Bradford is a vibrant city and our position in the heart of the city provides easy access to shopping, eating out and transport links.

What you offer:

- With a diverse student base and range of abilities we are looking for someone who can motivate and inspire our students to achieve their best.
- You will be ready to lead a team of English Teachers as well as oversee the Art, Performing Arts and MFL staff.
- As a small school we sometimes have to take on a variety of roles so being a team player is essential.
- Share our values of Compassion, Honesty, Integrity and Excellence.

Further information/How to apply:

To apply or for more information about One In A Million, including a short video from the Principal about this role, then please click on the link below:

<https://www.tes.com/jobs/employer/one-in-a-million-free-school-1062792>

We are committed to safeguarding and promoting the welfare of children. The post is subject to an enhanced DBS check and satisfactory references. We are committed to Equal Opportunities.

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

JOB TITLE:	Head of English/Head of The Arts Faculty
JOB LOCATION:	One In A Million Free School, Bradford
REPORTS TO:	Senior Leadership Team
PEOPLE RESPONSIBILITY:	All Teaching Staff within Faculty
BUDGET RESPONSIBILITY:	As directed by Principal

ONE IN A MILLION FREE SCHOOL VISION & VALUES

Our overall aim is to 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 One In A Million Free School through a tailored programme of vocational learning across 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 Head of Faculty is responsible for managing all activities relating to all subjects within their faculty. The post holder will be responsible for the proactive, continual improvement of high quality teaching and learning across subjects, and developing cross and extra-curricular improvements as agreed with senior leaders.

The post holder will work with other Heads of Faculty to maintain the quality and coherence of the curriculum and continue to develop the curriculum offer within the connected framework, to achieve the school's stated outcomes for students.

The post holder will lead the Faculty Team to ensure that students are highly engaged, motivated and achieve excellent standards; being accountable for the progress of students and quality of teaching within the Faculty.

The post holder will lead and drive the implementation of the Trust'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:

- To work within the school community to translate the Trust KPIs into agreed objectives and operational plans, which will promote learning and sustain the school's improvement.
- Implement the Connected Curriculum model at all Key Stages, building conceptual understanding of the 'big ideas', the connections across the curriculum and the continuous development of

JOB DESCRIPTION

students' Core Learning Skills.

- Identifying strengths and weaknesses in student progress and quality of teaching and learning, formulating appropriate interventions for students and staff to be implemented with other colleagues.
- To provide strategic direction for whole school improvement in support of the Principal.
- Lead the Faculty Team to continuously improve the quality of pedagogy and assessment including monitoring the quality of teaching and learning within this Faculty. This includes conducting regular reviews and at least three performance management meetings per year with each staff member.
- Lead 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.
- To line manage subjects within the faculty including English, Art, Performing Arts and MFL and be accountable for their outcomes.
- Implement the meeting and assessment cycle and lead effective meetings with other colleagues using assessment data to inform decision-making.
- Take a strategic role as part of the Extended Leadership Team - contributing to school development, school ethos, planning and self-evaluation processes.
- Construct, monitor and maintain the Faculty development plans within the framework of the School Improvement Plan.
- 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.
- Lead the assessment of students, including reports to parents, internal records, and records of achievement, internal examinations, and also with external examinations; to give advice to both students and parents.
- Ensure the KS4 curriculum within the Faculty is appropriate for every student's success.
- To prioritise, plan and organise themselves and others to make professional, guided, and organisational leadership decisions based on informed judgments.
- To ensure individual staff accountabilities and responsibilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Maintain an up to date knowledge of curriculum developments affecting the Faculty and provide support and input to the development of the curriculum across the school.
- Lead the input for supply and cover teachers by ensuring that suitable material is available for lessons when members of your team are absent.
- To carry out a teaching commitment in line with school needs.
- To model the standards of an outstanding practitioner.

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

- Establishing purposeful community links 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 with community partners.

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- 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 Free School policies and procedures ensuring commitment to the mission and values.
- Assist in the development of excellent working relationships throughout the school.
- 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 own personal development.
- Comply with all contractual, legal and reasonable requirements of any venue being used by the school for its activities.
- Pro-actively 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.
- Carry out any other reasonable duties associated with the post.

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 OIAMFS's Designated Safeguarding Lead or Deputy Lead.

Person Specification

ATTITUDES

Aspect	Assessed by	Essential / Desirable
A good understanding of and commitment to the mission and vision of One In A Million	Interview & Application	E
Able to demonstrate how the values of One In A Million have been expressed in your life and work	Interview & Application	E
Clear understanding of compassion and how it is realised in life?	Interview & Application	E
Demonstrate honesty in dealing with colleagues and others	Interview & Application	E
Show how integrity is central to your life and why it is crucial	Interview & Application	E
Demonstrate excellence in all facets of work	Interview & Application	E
A clear understanding of vision and values, specifically as they relate to One In A Million, ensuring the Free School remains true to its aims, vision and mission	Application & Interview	E
A leader and a team player able to motivate others	Application & Interview	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

KNOWLEDGE & QUALIFICATIONS

Aspect	Assessed by	Essential / Desirable
Good honours first degree in relevant area	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

Aspect	Assessed by	Essential / Desirable
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
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	D
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

SKILLS & EXPERIENCE (continued)

A commitment to the holistic development of students – specifically the character development of students	Application & Interview	D
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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 delivering learning other than your 'first' subject – a range of subjects.	Application & Interview	D
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	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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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!

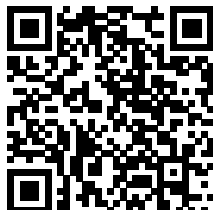
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with your smart phone camera to view our latest **Ofsted Report**, which reads **GOOD!**



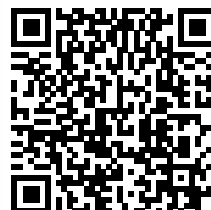
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SCAN ME

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



SCAN ME

with your smart phone camera to read and watch videos from **Stars Awards 2018**



SCAN ME

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



We look forward to receiving your application prior to the closing date.



Visit **YouTube** and search '**One In A Million Bradford**' to watch our informative videos



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