



Teacher of English and Literacy Support MPS/UPS

TLR 2c - £2,639

Required for January 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

English Department

In 2017, we achieved excellent results in English, with 63% of our students gaining grades 9-4 in English Language. The strengths within the department include the quality of teaching, excellent feedback to pupils, and a well-planned, bespoke curriculum that places emphasis on ensuring our pupils have the very best skills in reading, writing and communication ensuring they can go on to be successful in their higher or further education and future career choices.

We are a faculty of thirteen staff. The department team comprises a good mixture of experience, including a Deputy Head, a Lead Practitioner for Literacy, three progress leaders. The Head of Faculty is an Associate Assistant Headteacher. At GCSE we currently offer AQA GCSE English Language and English Literature specification. AS and A2 students follow AQA English Literature, AQA English Language and Literature and WJEC Media Studies.

English teachers work in a suite of rooms in 'C' block, where there are 9 specialist classrooms, all of which have interactive whiteboards. We have a wide range of resources for staff to use.

As a department we are committed to raising standards and we embrace a variety of teaching and learning methods. We strive to provide the best opportunities for our students, working as a team to produce resources and lessons that are accessible and enjoyable. We work really well as a team and moral is high.

Application Process

The closing date for all applications is 9am on Friday 13th October 2017.

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

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 English and Literacy Support

MPS/UPS with TLR 2c

(Plus access to an individually tailored CPD package)

Required for January 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 to continue to grow our talented staff team we are currently seeking to appoint an inspiring and imaginative Teacher of English to join our successful and hardworking English department. You will be a teacher capable of delivering inspirational lessons and ensure that the pupils in your care are appropriately challenged and supported to ensure progress in literacy.

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 English 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 English 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. Visits to the school are encouraged, and can be arranged by contacting Katie Green at Immanuel College. The closing date for applications will be 9am on Friday 13th October 2017, with interviews being held over the following seven days.

To learn more about this exciting role and Immanuel College, visit 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

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

JOB DESCRIPTION

JOB TITLE: Teacher of English and Literacy Support

TEAM/FACULTY: English Department

JOB PURPOSE:

To be accountable for student progress and development within Literacy.

To be accountable for leading managing and developing the staff within oracy, reading & writing

To coordinate and assist on the tracking, monitoring and intervention strategies of all students

SALARY: MPS/UPS with TLR 2c

ACCOUNTABLE TO: Associate Assistant Headteacher (English)

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

RANGE OF DUTIES

- Work alongside Deputy Head and Literacy Lead to ensure good or better progress is made by all students by
 - Being involved in the development of students and staff
 - Being involved with QA procedures
 - Producing high levels of marking and feedback
 - Planning and supporting interventions when necessary
 - Supporting the implementation of Lexia

KNOWLEDGE AND SKILLS

Classroom teachers should demonstrate their knowledge and understanding of:

- preparation of schemes of work and lessons, ensuring that they are differentiated to enable all to make good or better progress
- Adapting SOW to fit new government policies/ course changes as they occur
- 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. | 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 | |

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| 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 | | |