



## **Teacher of Humanities MPS/UPS**

**Required for September 2022  
Closing date: 25 April 2022**

**Recruitment Information Pack**  
Bradford Forster Academy  
Fenby Avenue, Bradford BD4 8RG

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March 2021

Dear Colleague

### **Teacher of Humanities**

Thank you for taking an interest in joining our staff team here at Bradford Forster Academy. We are well on our way to becoming an outstanding learning community and this is an exciting time to join us.

We are a relatively new 11-16 Church of England secondary academy and part of the Bradford Diocesan Academies Trust (BDAT), a growing, Christian, Multi-Academy Trust based in Bradford. Bradford Forster Academy opened in new purpose-built accommodation in the BD4 area of Bradford on 1<sup>st</sup> September 2015. The Academy started with Y7 students, working up to five-year groups in September 2019. We were inspected by Ofsted in March 2018, receiving a 'good' grade in all areas with many positive comments in the report, which you can read on our website, including *'Staff morale is high. Staff appreciate the quality of training they receive both within the school and across the trust.'* As a church school we are also inspected by SIAMS and received an Outstanding report in July 2018.

Bradford Forster Academy is a student-centred place of learning, fully committed to providing all the students in its care with the highest quality of education. Our goal here at Bradford Forster Academy is to become an outstanding academy that delivers educational excellence. The academy serves a multi-cultural community in which many of our students' experience high levels of economic and social disadvantage. As Principal 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 and are willing to go the extra mile to help them achieve it.

There is a strong emphasis on relationships between staff, students and parents; the Form Tutor is the first point of contact with the family. The Christian ethos of the academy supports and encourages students and staff to explore their own and other faiths and develop their spiritual awareness. This is integral to life at Bradford Forster Academy.

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 an academy we are consistently looking for ways to further 'raise the bar' both for our students and our staff.

This is an exciting opportunity for a talented and ambitious professional to make a sustained and substantial contribution to the growth and development of the academy. If you share our enthusiasm for learning and would like to visit us at our best, then please get in touch.

I hope the enclosed information is helpful and will encourage you to apply; I look forward to meeting you and reading your application.

With all good wishes.

**Mrs Cath Proud**

**Principal, Bradford Forster Academy**

## **Vision and Ethos**

The vision for the Academy is to further raise the hopes, aspirations and ambition of students, their families and the local community by generating self-belief, self-esteem and confidence through:

- Focusing upon high quality teaching and learning, standards of attainment and achievement, student care and support to transform the education of the young people served by the Academy.
- Providing outstanding opportunities for young people to develop healthy and active lifestyles; enjoy their learning and achievement, act and behave safely and become well prepared for adult life in a rapidly changing society.
- Actively promote high standards, self and mutual respect, good conduct and behaviour.
- Developing an educational organisation of which the students, staff and local community is both proud and feels part of and of which they make extended use.
- Creating a culture which celebrates success within and beyond the Academy, for example in securing greater numbers of students progressing to higher education or employment with training.
- Providing opportunities for students to explore their own and other faiths.

### **Ethos and Culture**

In creating a successful ethos, culture and climate in the Academy the following are essential characteristics:

1. Student learning, attainment, achievement and well-being are at the centre of strategic thinking, planning and actions.
2. A 'can do' attitude is actively promoted and prevalent throughout the Academy. Staff work collaboratively in the best interest of the students in our care.
3. Underpinned by high aspirations and ambition for both students and staff, there is an expectation for everyone to be determined and have a desire and commitment to continuously improve.
4. The Academy is an inclusive organisation with shared facilities e.g. dining room, social spaces for students and staff. In addition, there are dedicated staff work and professional development facilities.
5. The Academy is a faithful community, starting each day with two minutes of reflection time, where students and staff can gather their thoughts before beginning their day.

## **Humanities Faculty**

### **Introduction**

We are looking for an enthusiastic and creative teacher who will be required to teach History and/or Geography and possibly Religious Education at Key Stage 3 and History and/or Geography at Key Stage 4 across the full ability range. In Key Stage 3, History and Geography are taught as per the national Curriculum and they are both popular options at Key Stage 4. In Key Stage 3 RE, pupils explore both beliefs and practices and look at contemporary ethical themes. All pupils take RE in both Key Stages, although it is also a GCSE option in Key Stage 4.

The Curriculum Leader for Humanities has the overall responsibility for leading the faculty and is supported by Progress Leaders and Assistant Progress Leaders across the faculty in the different subject areas.

The Humanities department employs a wide range of teaching and learning strategies adopted by staff during lessons. We ensure the effective use of prior attainment and assessment data to inform curriculum planning and ensuring that teaching and learning are matched to need. As a department we strive to create strong working relationships between staff and pupils we do this through the use of praise, encouragement and the promotion of a growth mind-set to engage and motivate learners.

### **Resources**

We have a suite of classrooms which are all fitted with interactive whiteboards. Rooms have colourful, informative displays that are changed on a regular basis that support learning and reflect the range of students' work. Staff also have access to IT rooms and sets of laptops for use in lessons via a booking system. All subject areas within the faculty are fully resourced across both key stages.

Staff are provided with new staff induction and then a tailored CPD programme in line with the school priorities, current educational research and their individual career stage. We are a growing and supportive faculty that would welcome applications from both NQT and more established colleagues. A colleague with one humanities specialist subject will be supported with comprehensive CPD in order to enable them to widen their repertoire and teach another humanities subject at Key Stage 3.

## **Application Process**

The closing date for all applications is **9.00am on 25<sup>th</sup> April 2021**

Completed applications must be returned to Michelle Marsden at Bradford Forster Academy ideally by email to: [carrie.williams@bfa.bdat-academies.org](mailto:carrie.williams@bfa.bdat-academies.org)

Postal applications should be returned to Carrie Williams, Bradford Forster Academy, Fenby Avenue, Bradford BD4 8RG.

**All applications will be acknowledged within 48 hours. Should you fail to receive a confirmation, please call 01274 302400.**

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within two weeks of the closing date, please assume your application has been unsuccessful.

### **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.

**All appointments will be subject to an enhanced criminal records check.**

## Bradford Diocesan Academies Trust (BDAT)

### About BDAT

Bradford Forster Academy is an Academy within Bradford Diocesan Academies Trust (BDAT). If you are successful in being appointed, the Trust will be your employer.

### General Information and Background

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 practice. 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 17 Church and non- Church academies across Bradford. This includes 4 secondary academies (Immanuel College, Buttershaw Business and Enterprise College, Belle Vue Girls and Bradford Forster Academy) and 13 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 school's approach where we are truly able to know, understand and support each other.

### Our Christian ethos

BDAT is a proud 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.

## Job Description

<b>Role Profile</b>	<b>Teacher of Humanities</b>
<b>Job Purpose</b>	<b>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</b>
<b>Accountabilities (Actions)</b>	<p><b>Classroom teachers will demonstrate the following:</b></p> <ul style="list-style-type: none"> <li>Plan, prepare and teach lessons of a high standard in accordance with school policy: <ul style="list-style-type: none"> <li>following designated programmes of study;</li> <li>carrying out the necessary assessment;</li> <li>use AFL to impact on the attainment of individual students;</li> <li>providing information/comments for records;</li> <li>monitoring students in accordance with agreed departmental strategies in order to raise attainment.</li> </ul> </li> <li>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.</li> <li>Contribute to school improvement through raising attainment of the individual students in each class.</li> <li>Positively impact on the attainment of each student.</li> <li>Contribute to the corporate tasks of development, record keeping, monitoring, evaluation of lessons and maintenance of materials.</li> <li>Participate in the applications of departmental homework policy which includes setting, marking of homework and monitoring of homework diaries.</li> <li>Work closely with and consult those teachers who are responsible for similar curriculum areas, ensuring continuity and progression for all students.</li> <li>Assume responsibility for the attendance, behaviour and progress of a form group.</li> <li>Work closely with and consult the Curriculum Leader and progress leaders</li> <li>Engage in continuous professional self-development to improve the quality of student learning.</li> <li>Support the Christian ethos of Bradford Forster Academy</li> </ul>
<b>Knowledge and Skills</b>	<p><b>Classroom teachers should demonstrate their knowledge and understanding of:</b></p> <ul style="list-style-type: none"> <li>Preparation of schemes of work and lessons.</li> <li>Principles and practices of effective teaching and learning.</li> <li>Knowledge and understanding of subject area(s).</li> <li>Principles and practices of monitoring/assessment/evaluation.</li> <li>Principles of raising attainment.</li> <li>The use of assessment for learning to impact on the attainment of individual students.</li> </ul>



	<ul style="list-style-type: none"> <li>• The application of information and communication technology (ICT) to learning and teaching in subject area(s).</li> </ul>
<b>Personal Qualities</b>	<b>Social-awareness</b> <ul style="list-style-type: none"> <li>• Empathy.</li> <li>• Organisational awareness.</li> <li>• Service orientation.</li> </ul>
	<b>Relationship management</b> <ul style="list-style-type: none"> <li>• Developing other Leadership.</li> <li>• Change catalyst.</li> <li>• Influence.</li> <li>• Conflict management.</li> <li>• Team work and collaboration.</li> </ul>

In conjunction with successful applicant, this job description may be renegotiated after the first year.

## Person Specification

### Post Title: Teacher of Humanities

Summary of post as outlined in attached Job Description

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications and Knowledge	<ul style="list-style-type: none"><li>• Qualified teacher status.</li><li>• Degree in History, Geography or similar/equivalent.</li><li>• Knowledge of the History and/or Geography or RE curriculum at KS3 and KS4.</li><li>• Outstanding classroom practitioner and the ability to teach History and/or Geography or RE at KS3 and KS4.</li></ul>		Application Interview
Experience	<p>Able to clearly demonstrate your own impact on:</p> <ul style="list-style-type: none"><li>• Improving attainment in KS3 and KS4.</li><li>• Leading and developing excellent learning and attainment across a wide age and ability range.</li><li>• Being successful in using a wide range of teaching styles in lessons to make learning more effective.</li><li>• Implementing and monitoring excellent AFL practices.</li></ul>	<ul style="list-style-type: none"><li>• Previous experience of exam marking or moderation for any exam board.</li></ul>	Application References Interview
Training	<ul style="list-style-type: none"><li>• Commitment to further professional development.</li><li>• Leading training on developing the quality of teaching and learning across the faculty.</li></ul>	<ul style="list-style-type: none"><li>• Training as a coach.</li></ul>	Application Form Interview
Special Knowledge	<ul style="list-style-type: none"><li>• Knowledge of GCSE and full course History and/or Geography</li><li>• Good level of ICT skills.</li><li>• Application of numeracy across the curriculum.</li></ul>	<ul style="list-style-type: none"><li>• Worked as an examiner for GCSE History, Geography and/or RE for an examination board.</li></ul>	Application References Interview
Personal Circumstances	<ul style="list-style-type: none"><li>• Must be legally entitled to work in the UK (Asylum and Immigration Act 1996).</li><li>• Commitment to practice Christian values in a wider school context and the community.</li><li>• Will not require holiday leave during term time.</li></ul>		Application and sight of appropriate documentation as specified in interview letter

	<ul style="list-style-type: none"> <li>• Have no contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/finance.</li> </ul>		
Physical Attributes	<ul style="list-style-type: none"> <li>• Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Disability Discrimination Act 1995.</li> </ul>		Application
Disposition and Attitude	<ul style="list-style-type: none"> <li>• Ability to teach effectively to raise attainment.</li> <li>• Ability to relate well to students and adults.</li> <li>• Able to work constructively as part of a team.</li> <li>• Able to remain calm under pressure.</li> <li>• Demonstrate good co-operative, interpersonal and effective listening skills.</li> <li>• Good sense of humour.</li> <li>• Flexibility and willingness to accept change.</li> <li>• Approachable, courteous and able to present a positive image of the school to parents/carers and visitors.</li> <li>• Maintain confidentiality in matters relating to the staff, school, its students, parents and carers.</li> <li>• Willingness to be a part of the wider Christian ethos of Bradford Forster Academy.</li> <li>• Models Christian values in school.</li> </ul>		Interview and reference

This person specification describes the job requirements on which the short listing and selection decision will be based. To be selected for an appointment 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 person specification.

## **Teacher of Humanities**

**(Full-time Permanent)**

**Start Date: September 2022 (*or earlier if possible*)**

**Salary: MPS/UPS**

**Bradford Forster Academy is an 11-16 Church of England secondary Academy and part of the Bradford Diocesan Academies Trust (BDAT), a growing Christian Multi-Academy Trust based in Bradford. The Academy opened on 1<sup>st</sup> September 2015 and now has over 1000 students on roll across 5 year groups. Within BDAT there is an exciting opportunity to work across a variety of growing diverse schools.**

This is a wonderful opportunity for a talented and ambitious professional to make a substantial contribution to the growth and development of the Academy. The role offers the successful candidate a challenge that will be both rewarding and fulfilling and will support you to achieve your own personal career goals and aspirations.

### **You should:**

- Able to support the learning of all students so that they make at least expected progress, with many exceeding this.
- Ambitious, with a desire to work in a dynamic organisation, which is determined to provide the highest quality of learning and achievement for its students.
- Able to monitor and evaluate the performance of students, significantly contributing to continuous improvement and enthuse students to achieve their full potential
- Inspirational to colleagues and students – open to sharing best practice
- Committed to the ethos and culture of Bradford Forster Academy.

### **In return for your commitment we can offer:**

- An academy 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 stimulating, attractive and welcoming learning environment
- A new purpose-built building with state-of-the-art technology and resources
- An approach which supports and stimulates professional growth
- A supportive Leadership Team

If you are looking to join an academy with a culture of professional learning and reflection, then we want to hear from you.

**Closing Date for applications is 6<sup>th</sup> April 2021, 9am.**

For full details, application form with information pack, please visit our website

<http://www.bradfordforsteracademy.co.uk/Vacancies/>

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. All posts are subject to an enhanced criminal records check via the Disclosure and Barring Service (DBS).