



Recruitment Pack English Teacher



ENJOYING TODAY, PREPARING FOR TOMORROW

 www.oiam.org/freeschool/

Vacancy Details

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

Salary: MPS/UPS (£28,000 – £43,685)

Contract: Permanent

Start date: September 2023

Are you looking for your next teaching post? Do you relish the chance to raise aspirations and make a difference to students? 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 smaller. This means every teacher knows every student and we all know each other which builds a strong team and community within the school.
- A chance to change the lives of young people from deprived socio-economic backgrounds.
- We place students at the centre of everything we do as a school.
- We genuinely value our staff and fully support their development, wellbeing and career progression. We offer a wide range of CPD opportunities and really encourage staff in their professional development.
- A range of benefits, include access to teacher pension scheme, cycle to work and discounted IT plans and we offer wellbeing support through Health Assured and provide wellbeing sessions to staff.

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 a fully qualified or newly qualified English Teacher.
- As a small school we sometimes have to take on a variety of roles so being a

Vacancy Details

team player is essential.

- Share our values of Compassion, Honesty, Integrity and Excellence.
- Full commitment to optimising the opportunities available to children and young people.

Further information/How to apply:

To apply or for more information about One In A Million, please click on the link below:

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

Safeguarding

One in a Million Free School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We follow safer recruitment practices. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020 and appointment is therefore subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service.

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:	Teacher – English
JOB LOCATION:	One In A Million Free School, Bradford
REPORTS TO:	Head of English
PEOPLE RESPONSIBILITY:	None
BUDGET RESPONSIBILITY:	As delegated by the 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 the core curriculum and a tailored programme of connected vocational learning across sport, the arts and enterprise.

Our vision is that each student will utilise their skills, talents and educational achievements across the core and connected curriculum of sport, the arts and enterprise to better themselves and their communities.

Our values: We are driven by our four core values, Compassion, Honesty, Integrity and Excellence.

JOB DESCRIPTION

JOB PURPOSE

As a member of the teaching team of One In A Million Free School, you will work to achieve outstanding progress and attainment, success and ensuring that the students enjoy today as they prepare for tomorrow.

You will:

Ensure that students are highly engaged, motivated and achieve excellent standards; being accountable for the progress of your students.

Work with teaching colleagues to maintain the quality and coherence of the curriculum and continue to develop the curriculum offered within the connected framework, to achieve the school's stated outcomes for students.

Ensure that the School remains true to its aims, values, vision and mission; upholding the principle that we are here to put the needs of our students and young people first.

KEY RESPONSIBILITIES:

Your key responsibilities and duties are to:

- Prepare and deliver lessons across both Key Stages that enrich the students' experience and give them the opportunity to succeed academically.
- Develop English within the Connected Curriculum model at both Key Stages, building conceptual understanding of the 'big ideas', the connections across the curriculum and the continuous development of students' Core Learning Skills.
- Develop outstanding and exhilarating learning opportunities for students within the taught curriculum and enrichment curriculum.
- Provide the necessary support and identify resources required to ensure subject progression within the curriculum.
- Identify strengths and weaknesses in student progress, formulating appropriate interventions for students to be considered with colleagues.
- Contribute to continuously improving the quality of pedagogy and assessment.
- Commit to the process of performance management aiming for an excellent learning experience for ALL members of the school community.
- Provide information for the data cycle and actively participate in meetings with colleagues using assessment data to inform decision-making.

JOB DESCRIPTION

- Input to the Management Information system as required in accordance with IT policies and procedures.
- Pro-actively serve as a Coaching Team Leader (Form Tutor) for an assigned form group ensuring the effective development and participation of students.
- Contribute to school development, planning and self-evaluation processes.
- Take responsibility for your own professional development.

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

- Working closely with other schools, locally, nationally and internationally.
- Providing and encouraging creative ideas for integrating learning experiences across the connected curriculum of sport, the arts and enterprise, and with community partners.
- 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 OIAMFS policies and procedures ensuring commitment to the mission and values.
- Assist in the development of excellent working relationships throughout OIAMFS school.
- Foster good relationships with external organisations that provide goods and services.
- Take responsibility for Health and Safety of yourself and that of others.
- Ensure that all personal information that you have responsibility for, regardless of format, is held, maintained and used in accordance with Data Protection regulations (GDPR).
- Comply with the OIAMFS requirements for and commitment to the Safeguarding of Children.
- Commit to ensuring your own personal development.
- Comply with all contractual, legal and reasonable requirements of any venue being used by OIAMFS for its activities.
- Pro-actively promote and uphold OIAM 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.

JOB DESCRIPTION

- Carry out any other reasonable duties associated with the post as instructed by the Principal or delegated person.

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 Designated Safeguarding Lead or deputy.

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 team player able to encourage and 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
Educated to degree level in the relevant area	Application	E
Evidence of high level of subject knowledge and experience delivering History to GCSE level	Application & Interview	E
Teaching Qualification	Application	E
Higher degree	Application	D

SKILLS & EXPERIENCE

Aspect	Assessed by	Essential / Desirable
Ability to inspire both students and colleagues	Application & Interview	E
Ability to teach 11-16 age range	Application & Interview	E
Ability to teach Key Stage 3 and 4	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
Experience of developing curriculum initiatives using the latest technologies to support learning	Application & Interview	E
Provide a safe environment to ensure the physical and psychological safety of the students	Application & Interview	E
A commitment to the holistic development of students – specifically the character development of students	Application & Interview	D
A willingness to contribute to the enrichment activities of OIAMFS and the community work that is at the heart of OIAM.	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
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

READ ALL ABOUT IT!

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! If you are viewing from a computer visit oiam.org/freeschool.

SCAN ME

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



SCAN ME

with your smart phone camera to view our quarterly **Celebrate magazine**



SCAN ME

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



SCAN ME

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



WATCH OUR LATEST FILM:



THE JOURNEY SO FAR



oiam.org

Student Voice

"It's a very accepting school. They accept students no matter where they have come from. The Teachers are very understanding. They treat you very nice. I enjoy being at One In A Million because they have lots of activities".

Vinny

"It's an awesome school because every Teacher take cares of you in every way and they have good people here".

Rahat

"I prefer One In A Million because there are good teachers and good people in this society. I've learnt many things from Year 7 until now in Year 9. If I didn't come to One In A Million, I don't think that I would've had a clue about what I want to do when I get older. I want to become a teacher or a football player".

Hamad

"It's a caring school with caring Teachers and they have friendly people".

Fawziah

"The lessons are fun. The school is small so you get to know everyone. The school has good equipment and staff. Even if the lessons are a bad subject, the Teachers know how to make it enjoyable".

Nathan

"It's a very good school. They look after people. They have good people in the school and school is very nice".

Amaan

Staff Pulse



I started at One In A Million Free School in September 2015 on a two-year Business Admin Apprenticeship, then became the Attendance Manager and Data & Exams Officer and now I am a Head of Year. One In A Million has given me the opportunity to develop my career into a role which I find rewarding everyday. Working in a school full of dedicated staff and students who are constantly striving for excellence is something that I am proud to be a part of!

**Liam Brennan,
Head of Year**

Coming to work everyday is easier when you work with the loveliest colleagues.

**Sophia Kadir,
Learning Support
Assistant**

Being a small school, this gives it a real sense of community and you get to know both the staff and students really well. The staff are a real strength, they really believe in the well-being and development of all students. They are caring, helpful and supportive, and always go above and beyond.

**Nick White, PE/Geography
Teacher**

I can't thank OIAM enough for their dedication and support in helping me through my career journey. From Volunteering one day a week, to becoming a Learning Support Assistant and now being a Pastoral Leader and Designated Safeguarding Lead, it's safe to say that OIAM have given me life changing opportunities and continue to believe in me and my ambitions.

**Katy Woodcock,
Head of Year / Designated
Safeguarding Lead**

At One In A Million we are a family, we have a very supportive and understanding team.

**Sharee Tingle,
Cover Supervisor/
Co-ordinator**

I started at OIAM as a part time sports coach delivering PE for the school and alternative provision. I was then given the opportunity within the school PE department as a full time unqualified PE teacher. OIAM then supported me through my teacher training and within 3 years of my start at OIAM I was a fully qualified PE teacher. 8 years later I am now Head of PE and also oversee our whole school house system. Through the values and vision OIAM have supported me throughout.

**Charlotte Stuart
Head of PE**



CONTACT US by post, telephone or email. Our details:
A: One In A Million Free School, Cliffe Terrace, Bradford, BD8 7DX
T: 01274 723439 E: school@oneinamillion.org.uk

 www.oiam.org/freeschool/