



GREAT
MINDS
DISCUSS
IDEAS;

AVERAGE
MINDS
DISCUSS
EVENTS;

SMALL
MINDS
DISCUSS
PEOPLE.



Recruitment Pack: Director for Enterprise



ENJOYING TODAY, PREPARING FOR TOMORROW

Vacancy Details

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

Director of Enterprise

Salary: L1-L3 (determined by experience)

Contract: Permanent – Full time

Start date: January 2017 or sooner

Do you want to work in a school where students come first?

Do you want an employer who values their staff?

Do you want a values driven environment?

Do you want to be part of a growing school?

Do you like the idea of small class sizes?

Are you ready for the next step in your leadership career?

We are looking to appoint a Director of Enterprise. This is a new role and an exciting time to join our growing school. The Director of Enterprise will be accountable for a number of subject specialisms, falling under the enterprise pathway, here at One In A Million including Maths, ICT, MFL and Humanities.

This role would be suitable for an excellent practitioner who is ready to be exposed to a wider range of leadership responsibilities. Perhaps someone who is on the journey to a Vice Principal role in the future?

You should be:

- an excellent practitioner of Maths who is able to manage all activities relating to the Enterprise specialism
- able to take responsibility for the proactive, continual improvement of high quality teaching and learning across subjects, and developing cross and extra-curricular improvements
- able to lead the Learning Team for Enterprise subjects 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 Learning Team
- able to demonstrate a commitment to our values: compassion, honesty, integrity and excellence.
- able to work with other Specialism Directors 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.

Vacancy Details

We believe every student is unique and should be valued for being who they are. We are offering the successful candidate the unique opportunity to shape the Enterprise department and how these subjects are taught in our school. More than that you can shape what joined-up learning looks like, what learning with technology looks like and what teaching young people to see themselves as people of the future looks like.

To consider this role you would have to ask yourself:

Are you compassionate?
Are you honest?
Do you act with integrity?
Do you believe in excellence?

If you can say yes to the above and have the appropriate experience then we would encourage you to apply. The first step in the journey for you is to TALK to us – or even better come and visit us. We're confident that if you do you will want to apply.

To apply and for further information about our school please visit
<https://www.tes.com/jobs/employer/one-in-a-million-free-school-1062792>

Interviews to take place week commencing 16th October 2017.

One In A Million Free School
Cliffe Terrace
Bradford
BD8 7DX
Tel: 01274 723439

One In A Million Free School is committed to the safeguarding of children so all our appointments are subject to a satisfactory enhanced DBS check. We are committed to Equal Opportunities.

Letter From The Principal

Dear Applicant

Thank you for requesting information about our current role. We are delighted that you are considering joining our team.

Are you a One In A Million person? Do you care about young people and want to see them grow and achieve? Do you have our values: compassion; honesty; integrity; excellence? Do you want to do something new or perhaps get back to what you thought teaching was going to be like? Are you looking for an opportunity to fast track into senior management. Can you see yourself as a Deputy or Vice Principal in a few years?

If you've answered 'yes' to the above then you could be what we're looking for and we would warmly encourage you to apply. As the new Principal, I am looking forward to recruiting people to join us in this exciting new phase in the One In A Million journey. Please read on to learn more about our exciting school and journey so far.

OIAMFS is part of the One In A Million family. One In A Million was established in 2005 as a charity that wanted to make a difference in the lives of young people in Bradford through sport, the arts and enterprise. Its name reflects its values: every child is valued and unique. With the addition of the free school, One In A Million's hub and spoke model was complete (please see Appendix 1 for Hub and Spoke model). In essence this model means that there are now pathways for our students in the school into enrichment and into the community and development programmes. There is also a pathway for some young people in the community activities to get involved in the enrichment programme and our school.

OIAMFS opened in September 2013 and we are based next to the iconic home of Bradford City AFC – 'Valley Parade'. The former club shop and business centre has been renovated to the highest standard. Our position allows us to enjoy a strong partnership with Bradford City AFC. Our facilities include a beautiful, airy atrium and reception; state-of-the-art classrooms (including 'Apple' technology throughout); dance/drama studio; theatre (with capacity to project 3D films onto a large screen); music room; recording studio (with the facility to record from 4 different rooms); a professional training kitchen for cooking; numerous breakout spaces.

OIAMFS started in 2013 with year 7 students and each year our student population grows, by September 2017 we will have filled KS3 & KS4 and be entering our first ever GCSE year. Each year we are oversubscribed for places. This year 329 children made OIAMFS one of its choices for one of our 75 places. A result of this student growth is staff growth.

So what is unique about OIAMFS and why would you want to come here?

We're small – there are a maximum of 75 students in each year group and class sizes are no bigger than 25. This means that every teacher knows every child and the child is at the heart of what we do. I know every school claims this, but it's our passion to make sure we do what we say.

Letter From The Principal

We're innovative – everything's new. You will have the opportunity to be involved in the shaping of our school.

We're about growth – our mantra for our young people is: 'growth (I can get better) through hard work and resilience'; we believe that of our staff as well.

We tackle the issues – what we know about some Bradford children is that they lack both aspiration and character. These are two key ingredients that our students need for future success. So we do something about these two issues. Our whole culture is about aspiration; we believe in our students and constantly remind them that whatever their starting point is, they can get better.

You may know something of Bradford or have heard something of it. I am new to Bradford but I am already learning that it is a vibrant city – it's one of the fastest growing communities in the UK. It is multicultural and all the richer for it.

I hope the application pack attached gives you an insight into what we are about and helps you to write an application that catches our attention.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Philip Grant', written in a cursive style.

Philip Grant - Principal

Letter From Students

Dear Applicant,

I am writing to inform you that we would like a teacher who is inspirational and someone who looks for more than just perfection.

One In A Million is not like any other school due to fact that we live up to the four core values. They are: compassion, honesty, integrity and excellence. The teachers at this school show us the right path whilst making our education exciting!

Yes, teachers expect high standards, however if we are to succeed in the future, we have to show good manners whilst staying on the right path. We are a school that shows excellence and in return we are rewarded with extraordinary trips! This school makes us realise what we are today and what we will become in the future.

No school is perfect but with your help we can improve our school. This is a no bully zone and if a bully situation occurs then it is dealt with very seriously. Our school provides us with the equipment we need. This includes iMacs and iPads on every floor! We are a school of many opportunities! These opportunities include: sports report writing, MMA club, football tournaments for boys and girls and many more! We have even had the privilege to meet authors, rugby players and football players!

Yours sincerely

Marrya - a student from One In A Million.

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.



Person Specification

JOB TITLE:	Director For Enterprise
JOB LOCATION:	One In A Million Free School, Bradford
REPORTS TO:	Vice Principal for Student Performance
PEOPLE RESPONSIBILITY:	All teaching staff within the Enterprise Pathway
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 pupils 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 sports, 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

As a member of the Extended Leadership Team of One In A Million Free School the Director for Sport is responsible for managing all activities relating to the Enterprise pathway. 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 the Vice Principal for Student Performance jointly taking accountability for progress and performance within the specialism subjects.

The post holder will work with other Specialism Directors 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 Learning Team for the Enterprise subjects 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 Learning Team.

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.

The post will be an excellent practitioner and there will be a teaching commitment in line with the needs of the school.

Person Specification

KEY RESPONSIBILITIES:

Your key responsibilities and duties are to:-

- 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 students' Core Learning Skills.
- Provide the necessary support and resources to ensure subject progression the whole school.
- 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.
- Lead the Learning Team for the Enterprise pathways to continuously improve the quality of pedagogy and assessment including monitoring the quality of teaching and learning within this specialism. This includes conducting regular reviews and at least one performance management meeting per year with each staff member in the team.
- Lead a process of performance management that inspires colleagues to reach sustained excellence, challenges under-performance and ensures an excellent learning experience for ALL members of the community.
- Implement the meeting and data cycle and lead effective meetings with the 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 Enterprise pathway 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.
- Maintain an up to date knowledge of curriculum developments affecting the Enterprise pathway 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.

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, the arts and enterprise with community partners.
- Working with all students and staff without prejudice to establish and implement effective strategies for equality.

Person Specification

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.

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 worked out 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

Person Specification

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
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
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
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

Person Specification

SKILLS & EXPERIENCE (continued)

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