



**Progress Leader for Computer Science and Finance  
TLR 2c - £2,667**

**Required for April 2018 or September 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 an outstanding Church school that is outstanding at meeting the needs of all learners. We also recently became an academy, this offers opportunities for colleagues to work with other teachers across the academy chain.

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**

## **Computing & Finance**

The Faculty comprises 3 full time teachers and is supported by three technicians and a full time Higher Learning Teaching Assistant. Working alongside the Head of Faculty are two colleagues who hold TLRs.

Computing & Finance is taught in a purpose built block, consisting of 6 fully equipped ICT rooms and 2 dedicated classrooms, each ICT room is fitted with 30 PC's each with webcams and multimedia capability. All ICT & Business rooms are equipped with Interactive Whiteboards and the core rooms are also equipped with Air Conditioning.

### **Computing**

A wide variety of courses are offered at Key Stage 4, including GCSE Computer Science and BTEC Creative and Digital Media Production. At Key Stage 5, Cambridge Technical Level 3 is currently offered to Y12 and 13.

### **Finance**

We currently offer London Institute of Finance Certificate in Financial Education (Level 2) at KS4, as well as Level 3 Certificate in Financial Studies to Year 12 and BTEC Business Level 3 to Year 13.

Extracurricular activities are deeply important to us; currently these include lunchtime clubs, booster sessions and after school drop in sessions.

We strongly believe that for Computing and Finance to be taught effectively it must be interesting, engaging and relevant to the students' context and focusing on the latest developments within both subjects

We are a strong and dynamic team of teachers who are looking for a pro-active team member who is able to support the faculty in its drive to raise the aspirations of our students.

If you are innovative, lively, and able to motivate and engage young people you may be the person we're looking to join our team.

## Application Process

The closing date for all applications is 12 noon on Wednesday 21<sup>st</sup> February 2018.

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

[katie.green@immanuel.bradford.sch.uk](mailto: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](mailto: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](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 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

**Progress Leader for Computer Science and Finance**

**TLR 2c**

**(Plus access to an individually tailored CPD package)**

**Required for April 2018 or September 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 continue to grow our talented staff team we are currently seeking to appoint an inspiring and imaginative Progress Leader for Computer Science to join our successful and hardworking ICT and Finance Faculty. You will be a teacher capable of delivering inspirational lessons and ensure that the pupils in your care are appropriately challenged and supported to achieve their very best. 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 and 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 Computer Science and looking to 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
- An ICT & Finance 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 12 noon on Wednesday 21<sup>st</sup> February 2018, with interviews being held over the following seven days.

**To learn more about this exciting role and Immanuel College, visit [www.immanuelcollege.net](http://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](mailto:katie.green@immanuel.bradford.sch.uk)**

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

## **JOB DESCRIPTION**

### **Progress Leader for Computer Science**

#### **The successful applicant will:**

- be a consistently outstanding classroom practitioner
- be able to demonstrate high levels of value added and progress
- have experience and knowledge of the secondary age range
- be able to lead Computing in KS3, developing the quality of teaching and learning to enable high levels of progress for all students within the school
- be energetic, enthusiastic and committed to our students

#### **Range of Duties**

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##### **Key Tasks & Responsibilities:**

- plan and prepare effective differentiated resources to deliver outstanding teaching for all pupils regardless of starting point.
- develop and embed computer science throughout the curriculum and across computing faculty.
- analyse, record and report on the development, (intellectual, social, emotional and behavioural), progress and attainment of pupils within computing faculty
- design and quality assure customised intervention plans for KS3 students within computing faculty.
- to provide a stimulating and challenging learning environment for pupils
- promote the progress and wellbeing of all individual pupils within school
- participate in performance management
- participate in professional development
- to have knowledge of and implement all school policies
- maintain good order and discipline and safeguard pupils' health and safety during both in and out of school activities
- participate in all team planning meetings where appropriate
- participate in national and school assessment procedures
- ensure the teaching areas are tidy and equipment neatly arranged and accessible
- to encourage parental interest and involvement within school guidelines
- to work within the school philosophy and ethos statement.

##### **Additional Responsibilities:**

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- to work alongside subject leaders to, plan programmes of support utilising a range of strategies in order to improve teaching, learning and progress
- to relentlessly drive year on year improvement in progress levels of all students
- to act as a model of excellence in classroom practice and outcomes
- to lead staff development in order to improve progress in Computer Science, for example by providing demonstration lessons, leading to effective training etc.
- to provide verbal and written reports for Leadership Group and Governing Body when required
- to agree and meet targets and deadlines when required.
- to line manage a selection of staff within the department under the direction of the Head of Department

**Immanuel College  
Person Specification**

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Evidence of appropriate professional development</li> <li>• Degree in Computer Science / Computing. (BA, BSC etc.)</li> </ul>		Application form, letter and interview
Experience	<ul style="list-style-type: none"> <li>• Understanding of Key Stage 3, 4 and 5 specifications and programmes of study in Computer Science and finance.</li> <li>• Experience of working with parents and community</li> <li>• Proven record of outstanding progress for all students in their classes</li> </ul>	<ul style="list-style-type: none"> <li>• Recent experience leading staff to impact positively on raising standards</li> </ul>	Letter of application and interview Application form and interview
Special Knowledge	<ul style="list-style-type: none"> <li>• Up to date knowledge of National Curriculum and related assessment.</li> <li>• Proven track record of teaching GCSE Computer Science</li> </ul>	<ul style="list-style-type: none"> <li>• Proven track record of teaching A Level Computer Science</li> </ul>	Interview
Equal Opportunities	<ul style="list-style-type: none"> <li>• Candidates should indicate an acceptance of, and a commitment to, the principles of the school's equal opportunities policies and practices as they relate to employment issues and to the delivery of services to the community.</li> </ul>		Application form and interview
Disposition and Attitude	<ul style="list-style-type: none"> <li>• Approachable, courteous and able to present a positive image of the school at all times.</li> <li>• Able to work as part of a team, flexible, dependable and loyal</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment</li> <li>• A willingness to be involved in the wider community life of the school</li> <li>• A willingness to assist with</li> </ul>	Letter, reference and interview

	<ul style="list-style-type: none"> <li>• Able to exercise patience, kindness and a sense of humour</li> <li>• Able to cope with the challenges of school life, prioritising conflicting demands and pressures</li> <li>• Ability to maintain confidentiality in matters relating to the school</li> <li>• Willingness to support the Christian Ethos of the College</li> <li>• Able to work well leading a team</li> <li>• Able to relate well to others</li> </ul>	<p>additional supervisory duties e.g. lunchtime</p> <ul style="list-style-type: none"> <li>• A willingness to run extra-curricular activities</li> <li>• A good level of ICT</li> </ul>	
Practical and Intellectual Skills	<ul style="list-style-type: none"> <li>• Good organisational skills.</li> <li>• Ability to manage budgets and assets</li> <li>• Excellent standard of literacy and numeracy</li> <li>• Evidence of the ability to carry out the role of classroom teacher in a negotiated curriculum area.</li> </ul>		Letter, references and interview
Training	<ul style="list-style-type: none"> <li>• Prepared to undertake and lead professional development as required.</li> </ul>		Interview

### *This Personnel Specification*

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

### *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.