



Curriculum Leader for PE L1 – L5

Required for April, June or September 2020
Closing date: Monday 20 January 2020

Recruitment Information Pack

Bradford Forster Academy
Fenby Avenue, Bradford BD4 8RG

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January 2020

Dear Colleague

Curriculum leader of PE

Thank you for taking an interest in this role, which will be required for January 2020.

We are a 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 1st 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.'*

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. I am fortunate to work with a very 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.

There is a strong emphasis on relationships between staff, students and parents. 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 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.

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.

Wendy Adeniji
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 can gather their thoughts before beginning their day.

PE Faculty

Introduction

We are looking for an enthusiastic and creative Curriculum Leader who can maintain and drive forward the current momentum of PE at Bradford Forster Academy and who can support the learning of all students so that they make at least expected progress, with many exceeding this.

The successful candidate will be a part of the Academy Middle Leadership Team and will lead a small but enthusiastic and hard-working faculty team.

Resources

We have two indoor spaces, a spacious Sports Hall and a smaller Activity Studio, as well a vast field and MUGA which are used for outdoor provision. There is a variety of sporting equipment which allows a range of different physical activities to be delivered.

Curriculum

Core PE is currently delivered at both Key Stage 3 and Key Stage 4. Pupils currently participate in a double lesson per week in all year groups (1hr 40mins). There are 3 groups in Year 10 and 3 groups in Year 11 that are undertaking the OCR Sports Studies qualification who have three 50 minute lessons per week – this is delivered as one double and one single session. The successful candidate will be able to play a role in the development of the curriculum as the academy expands.

Application Process

The closing date for all applications is **9.00am on Monday 20 January 2020**

Completed applications must be returned to Stacey Read at Bradford Forster Academy ideally by email to: s.read@bradfordforsteracademy.co.uk

Postal applications should be returned to Stacey Read, 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.

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 schools 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

Role Profile	Curriculum Leader for PE
Job Purpose	Curriculum Leader and to contribute to strategic leadership of the academy. To be responsible for the development, organisation, review and evaluation of delegated aspects of school improvement leading the PE Faculty.
Accountabilities (Actions)	<p>Curriculum Leaders will demonstrate the following:</p> <p>Strategic Direction</p> <ul style="list-style-type: none"> • Model the values and vision of the academy. • Support the monitoring and evaluation of the Subject Development Plan. • Translate new initiatives into practice. • Motivate others to create a shared learning culture and positive climate. • Contribute to the overall strategic direction of the academy. <p>Leading and Managing Policy and Planning</p> <ul style="list-style-type: none"> • Develop, in association with the Senior Leadership Team, whole school policies, ensuring they meet national and school priorities. • Develop and implement policies in line with relevant national strategies within the curriculum area. <p>Leading and Managing Teaching and Learning</p> <ul style="list-style-type: none"> • Provide guidance on the choice of appropriate teaching and learning methods. • Oversee the personalised development of staff across the faculty. • Ensure schemes of work are developed appropriately and are fit for purpose. • Develop and implement systems for recording individual student progress. • Monitor and evaluate the quality of teaching and standards of achievement; developing and implementing intervention where necessary. • Keep up to date with developments in the curriculum area. • Develop effective subject links with other schools within the MAT and external agencies. • Effectively promote the curriculum area. • Develop a programme of enrichment and extra-curricular activities to enhance learning. • Ensure effective communication and consultation with parents and other stakeholders.

	Leading and Managing People <ul style="list-style-type: none"> • Lead and manage the faculty team. • Effectively deploy staff within the faculty. • Participate in the recruitment and selection of PE teaching staff. • Develop the faculty team and individuals to enhance performance. • Plan, delegate and evaluate work carried out by the faculty team and individuals. • Create, maintain and enhance effective working relationships. • Work to ensure staff development needs are identified and met. • Undertake performance management reviews and ensure the process is effectively completed within the faculty as a whole.
Knowledge and Skills	Curriculum Leaders should demonstrate their knowledge and understanding of: <ul style="list-style-type: none"> • School improvement and effectiveness strategies including the process of school self-evaluation. • Processes and systems for quality assurance within subject area(s). • Principles and practices in relation to managing teaching and learning, people, policy and planning, resources and finance. • Implementing change. • The application of information and communications technology (ICT) to curriculum areas. • The legislative and policy frameworks which govern education at national and local levels. • The range of external influences which have an impact on school strategic and operational planning. • Models of teaching and learning within the PE faculty. • Models of behaviour and attendance management within the PE faculty.
Personal Qualities	Social-awareness <ul style="list-style-type: none"> • Empathy. • Organisational awareness. • Service orientation.
	Relationship management <ul style="list-style-type: none"> • Developing other Leadership. • Change catalyst. • Influence. • Conflict management. • Team work and collaboration.

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

Person Specification

Post Title: Curriculum Leader for PE

Summary of post as outlined in attached Job Description

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications and Knowledge	<ul style="list-style-type: none">• Qualified teacher status.• Degree in PE or related subject.• Knowledge of the PE curriculum at KS3 and KS4.• Outstanding classroom practitioner and the ability to teach PE at KS3 and KS4.	<ul style="list-style-type: none">• Further nationally recognised qualification e.g. NPQML.	Application Interview
Experience	<p>Able to clearly demonstrate your own impact on:</p> <ul style="list-style-type: none">• Improving attainment in KS3 and KS4.• Leading and developing excellent learning and attainment across a wide age and ability range.• Being successful in using a wide range of teaching styles in lessons to make learning more effective.• Confident and effective use of AFL practices.• Experience of delivering GCSE / Vocational PE qualifications	<ul style="list-style-type: none">• Previous experience of exam marking or moderation for any exam board.	Application References Interview
Training	<ul style="list-style-type: none">• Commitment to further professional development.• Leading training on developing the quality of teaching and learning across the faculty.	<ul style="list-style-type: none">• Training as a coach• Experience of planning and delivering CPD to a range of audiences.	Application Form Interview
Leadership Skills	<ul style="list-style-type: none">• Evidence of successful strategic improvement.• Able to lead and manage change.• Able to lead, manage and work with a team.• Able to instil confidence in others.• Able to challenge in a supportive way.	<ul style="list-style-type: none">• Evidence of leading a team to significantly raise attainment.• Evidence of successful performance management of staff.• Evidence of coaching.• Evidence of involvement in SMSC.	Application Form Interview References

	<ul style="list-style-type: none"> • Able to coach others to improve their teaching skills. • Evidence of using data based systems to raise attainment. 		
Special Knowledge	<ul style="list-style-type: none"> • Knowledge of GCSE and Vocational PE qualifications. • Good level of ICT skills. • Application of numeracy across the curriculum. 	<ul style="list-style-type: none"> • Worked as an examiner for GCSE PE or OCR Sports Studies for an examination board. 	Application References Interview
Personal Circumstances	<ul style="list-style-type: none"> • Must be legally entitled to work in the UK (Asylum and Immigration Act 1996). • Commitment to practice Christian values in a wider school context + the community. • Will not require holiday leave during term time. • No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/finance. 		Application and sight of appropriate documentation as specified in interview letter
Physical Attributes	<ul style="list-style-type: none"> • Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Disability Discrimination Act 1995. 		Application
Disposition and Attitude	<ul style="list-style-type: none"> • Ability to lead a team effectively to raise attainment. • Ability to relate well to students and adults. • Work constructively as part of a team. • Ability to remain calm under pressure. • Demonstrate good co-operative, interpersonal and effective listening skills. • Good sense of humour. • Flexibility and willingness to accept change. • Approachable, courteous and able to present a positive image of the school to callers and visitors. • Maintain confidentiality in matters relating to the senior 		Interview and reference

	<p>leadership team, school, its students, parents and carers.</p> <ul style="list-style-type: none"> • Willingness to be a part of the wider Christian ethos of Bradford Forster Academy. • Models Christian values in school. 		
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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.

Curriculum Leader for PE

(Full-time Permanent)

Start Date: April, June or September 2020

Salary: L1 – L5

Bradford Forster Academy is a 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. The Academy opened on 1 September 2015 and now has 950 students on roll in years 7, 8, 9, 10 and 11 and will grow to 1050 in 2020. 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 be:

- Be an outstanding and experienced classroom practitioner of PE
- Have a “Good” or better teaching record
- Have strong experience working with children in a secondary setting
- Have leadership or management experience
- Have the ability to support staff in regularly monitoring and evaluating individual student progress
- Be able to monitor and evaluate the performance of students, significantly contributing to continuous improvement and enthuse students to achieve their full potential
- Have experience of leading, managing and motivating the team to ensure positive outcomes are achieved
- Be inspirational to colleagues and students – sharing best practice

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 brand 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. Visits to the academy are encouraged and can be arranged by contacting Stacey Read, at s.read@bradfordforsteracademy.co.uk

Closing Date for applications is 9.00 am Monday 20 January 2020

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).