



## Welcome from the Headteacher

Thank you for considering joining us at Broadway Academy Trust.

Broadway is a successful Academy with an inclusive 'can do' attitude which supports all young people in achieving their ambitions. This is captured in our motto: "Our Children, Our Community, Believe it can be done!"

Our aim is to make sure students are safe, happy and love learning. We want all students to develop their **character** throughout their time at Broadway. Our **curriculum** is tailored to the **community** and designed to enable all students to maximise their academic potential so that they can flourish at school and throughout their lives as proactive British Citizens.

Our Academy develops, in partnership with parents, rounded, responsible, caring young adults who live the school's values and contribute to the society that they live in. This is achieved by encouraging students to live out and practice the Academy values of Integrity, Respect, Optimism, Responsibility, Appreciation, Aspiration, Generosity and Inclusivity.

We provide a safe, caring and inspirational learning environment based on high quality learning, exceptional pastoral support and a stunning co-curricular programme.

You can find more information about our school on our website <https://www.broadway-academy.co.uk/>

If you want to be part of the Broadway team, we are looking for an outstanding practitioner to join us. We can offer you:

- A highly competitive teaching salary for the right candidate
- Excellent CPD to support and develop you as a teacher
- Access to management and leadership development programmes
- Innovative practice in pastoral care and curriculum
- A laptop for every teacher
- Employee wellbeing support including access to counselling
- Excellent conditions in a new building

Find out more about why Broadway in [this short video](#). If we sound like what you are looking for as your next career step, read on and I look forward to meeting you soon.

**Ron Skelton**  
Headteacher & CEO

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>





## About Broadway Academy

Broadway Academy has approximately 1,300 students enrolled between the ages of 11 and 19 with a Sixth Form of about 225 students. The school underwent a £21million rebuild in 2011 and converted to an Academy in September 2013. It is rated [GOOD by Ofsted](#) (2022).

### Curriculum

Our vision is to give all students the best possible future and our curriculum is at the heart of this ambition. The curriculum at Broadway provides all students with a broad and rich experience. At its centre is the EBacc: English, Maths, Science, History, Geography and MFL.

We introduce students to the best that has been thought, written and spoken and help to engender an appreciation of human creativity and achievement. Our subject leaders have constructed a curriculum that is carefully planned to build the right knowledge and skills, not just to pass exams, but so that our students will remember important texts, people and skills throughout their lives.

We know that an exceptional curriculum also includes the arts and staying physically fit, so Broadway students study Art, Drama, Music, Information Technology, Design Technology and PE.

Our curriculum is designed to inspire and challenge, to promote academic rigour along with health and fitness, to develop leadership skills and develop our students into well rounded citizens. The School Values and British Values are a central part of everything that we do at Broadway. These are developed through our Personal Development Programme, which includes work related learning, enrichment and extra-curricular activities.

### KS3

During Key Stage 3 (years 7- 9), Broadway pupils follow the National Curriculum programme of study and then take options.

### KS4

During years 10 and 11, we offer a wide range of level 2 courses in all KS3 subjects plus Health and Social Care and Business Studies. Our curriculum offers pathways for all students, including those with SEN/D, on whom we have a strong focus, to ensure that they receive their curriculum entitlement and achieve good outcomes.

### KS5

Our exciting and ever-expanding Key Stage 5 offer includes opportunities to study Law, Criminology, Psychology and Sociology as well as enrichment opportunities in the form of basketball, football and cricket academies which provide specialist coaching. Furthermore, we are working with Radley College so that the brightest students are challenged to achieve the top A Level grades and apply to the top universities.

We also have a KS5 pathway for students studying Entry Level and Level 1 and 2 qualifications

### Co and Extra-Curricular

We are proud of our stunning co-curricular offer which extends learning beyond the classroom, giving students a broader educational experience and supporting the development of character and independence. Our students benefit from an extensive range of local, national and international visits to places of historical, geographical and cultural interest. Broadway Academy lease a campsite and lake at Island Pool in Worcestershire to develop Outdoor Education at the Academy. This, alongside the development of a working farm at the same location, offers our students outdoor learning opportunities which are integrated into every curriculum area.

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>





## Pastoral care

We have a strong student support structure across the school with tutor groups within each year group, led by a Student Support Manager who is responsible for the personal and academic development of the students in their care, and supported by a Senior Leader for each year group. Form tutors see their student groups every day and build supportive relationships with students in form time. Broadway Academy's pastoral structure provides a caring, respectful environment in which students can flourish.

We pride ourselves on being a caring school and value open working partnerships with the parents/carers of our students.

## Community

Broadway Academy is more than a school; we are committed to serving our community. We do this by working with over 80,000 community members on an annual basis.

We have world class facilities with our Community Centre, which opened in January 2011, offering users a lively, exciting venue with top class facilities catering for a whole range of uses or events.

The outstanding amenities offer facilities for sports, drama, dance, workshops, seminars, weddings, conferences, parties, celebration events and many different local activities, including Scouts, youth forums, homework clubs and spiritual or faith groups.

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>





## Job description

### General Duties

Teaching to designated classes of students and be responsible for the general welfare of a tutor group in accordance with the requirements of the School Teachers' Pay and Conditions Document 2011 and the National Standards for Qualified Teacher Status, having due regard to the requirements of the National Curriculum, the school's aims and objectives, schemes of work and any policies of the Governing Body. To share in the corporate responsibility for the well-being, discipline and behaviour of all students.

### Principal duties and responsibilities

- Plan for progression across the age and ability range, designing effective learning sequences within lessons and across series of lessons informed by secure subject/curriculum knowledge.
- Design opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context.
- Plan, set and assess homework, other out-of-class assignments and coursework for examinations; where appropriate, to sustain learners' progress and to extend and consolidate their learning.
- Teach challenging, well-organised lessons and sequences of lessons across the age and ability range they teach in which they:
  - use an appropriate range of teaching strategies and resources, including e-learning, which meet learners' needs and take practical account of diversity and promote equality and inclusion;
  - build on the prior knowledge and attainment of those they teach in order that learners meet learning objectives and make sustained progress;
  - develop concepts and processes which enable learners to apply new knowledge, understanding and skills;
  - adapt their language to suit the learners they teach, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively;
  - manage the learning of individuals, groups and whole classes effectively, modifying their teaching appropriately to suit the stage of the lesson and the needs of the learners.
- Teach engaging and motivating lessons informed by well-grounded expectations of learners and designed to raise levels of attainment.
- Make effective use of an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment.
- Implement and maintain a Raising Achievement Plan (RAP) to ensure learners' progress and attainment.
- Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development.
- Support and guide learners so that they can reflect on their learning, identify the progress they have made, set positive targets for improvement and become successful independent learners.
- Use assessment as part of teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching.

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>





## Job description (continued)

- Review the effectiveness of teaching and its impact on learners' progress, attainment and well-being, refining their approaches where necessary.
- Review the impact of the feedback provided to learners and guide learners on how to improve their attainment.
- Establish a purposeful and safe learning environment which complies with current legal requirements, national policies and guidance on the safeguarding and well-being of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning and to the school.
- Make use of the local arrangements concerning the safeguarding of children and young people.
- Identify and use opportunities to personalise and extend learning through out-of-school contexts where possible making links between in-school learning and learning in out-of-school contexts.
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the Broadway Behaviour Basics and the school's behaviour policy.
- Use a range of behaviour management techniques and strategies, adapting them as necessary to promote the self-control and independence of learners.
- Promote learners' self-control, independence and cooperation through developing their social, emotional and behavioural skills.
- Please note, this post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential requirement for the role.

**To whom responsible:** Heads of Department/Director of Learning

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>



## 14 Reasons to join Broadway Academy

1. **Staff development is a priority.** We provide excellent in-house staff CPD and offer accelerated management and leadership development through the National Professional Qualification framework.
2. **Development doesn't stop there;** if you want it, we will give you the opportunity, support and mentoring to develop your skills and career, including development opportunities for non-teaching staff.
3. **Access to great pension schemes.** We are part of the Teachers' Pension Scheme and the Local Government Pension Scheme (for support staff).
4. **Well-being support.** We provide all staff with access to an employee assistance programme including free confidential advice, support and counselling 24 hours a day, 365 days a year.
5. **Cycle to Work scheme.** Buy your bike or cycling accessories through your gross salary with tax savings.
6. **On site gym** – free to staff out of hours, at weekends and in the holidays.
7. **A laptop for every teacher.**
8. **We are values-driven** and expect staff and students to live the core Broadway values – integrity, respect, optimism, responsibility, appreciation, aspiration, generosity and inclusivity. Our values are at the heart of a character-led education.
9. **Commitment to reducing teacher workload;** we have removed the requirement to mark class work and focus on quality marking, not quantity, for assessments.
10. **Our fantastic outdoor education centre in Worcestershire.** We believe in offering our students opportunities for a wide range of extra- and co- curricular experiences, including outdoor learning at Island Pool and Esperance Farm.
11. **We have a strong pastoral team** providing students and teachers with support for behaviour, welfare and attendance.
12. **A relentless focus on student attendance.** We are a benchmark school for attendance; this is supported by the DfE website and our last Ofsted inspection. We believe strongly in the link between outstanding attendance and doing well at school. We do everything we can to ensure every child on our roll is supported and encouraged to attend regularly so that they can maximise their potential.
13. **We are in, and of, the community.** Our school is open for business all year round as a community hub, serving 50,000 community members annually.
14. **We have a committed, approachable, supportive leadership team and governing board who lead by example**

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>



## HOW TO APPLY

Please complete an application form and send it by e-mail or post to Paul Hunt, Business Manager, at Hays Recruitment:

Address: 3rd Floor  
1 Colmore Square  
Birmingham  
B4 6AJ  
Telephone: 0121 236 4476  
Email: [broadway@hays.com](mailto:broadway@hays.com)

Further information about the post and an application form are available from Hays Recruitment and are also on the Academy's website.

In your application please indicate (no more than 2 sides of A4) how you feel your experience to date has prepared you for this post and what strengths you feel you could offer the school. Please include specific examples of where your work has enhanced pupil progress.

## BROADWAY ACADEMY SAFER RECRUITMENT PRINCIPLES

The Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our recruitment process includes the following safeguards.

### Applications

Applications will be accepted only on an academy application form. CVs may be submitted in support of a completed application form. The form requires candidates to account for any gaps in employment history.

### Shortlisting

Only candidates meeting the specified criteria in the personal specification will be shortlisted.

### Selection

Those shortlisted will take part in an in-depth selection process including activities relevant to the post and at least one panel interview. Candidates are expected to address discrepancies/gaps in their application form. Each appointment panel includes at least one manager who has completed safer recruitment training.

### References

References from the current and former employers are taken up for shortlisted candidates. Employers may be contacted to gather further information. References will be requested prior to interviews unless candidates specifically request not to do so.

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>



## Right to Work

Shortlisted applicants will provide proof of their identity on the day of interview in line with the documents required in The Immigration, Asylum and Nationality Act 2006.

## Verification of qualifications

Short listed candidates will bring proof of qualifications / professional registration on the day of interview.

## Disclosure and Barring Service (DBS)

A satisfactory enhanced DBS certificate is required for all posts. Checks are also made to confirm that teachers are not barred from teaching. Additional checks are made if applicants have lived/worked outside of the UK.

## Online checks

On-line searches will be completed for the successful candidate.

## Pre-employment checks and Vetting checks

The Academy maintains a single central record of recruitment and vetting checks in line with DfE requirements.

## Equality and diversity

The Academy seeks to achieve a diverse workforce which includes people from different backgrounds with different skills and abilities. It is committed to ensuring that recruitment and selection is conducted in a manner that is systematic, effective and promotes equality of opportunity. The academy will not discriminate against applicants for employment on the grounds of age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

## Data protection

Personal data provided on your application and for equal opportunities monitoring, is processed in line with the requirements of the General Data Protection Regulations. For further details of how we use the information provided, please refer to our privacy notice located on the Broadway Academy website: [GDPR Privacy Notice | Broadway Academy \(broadway-academy.co.uk\)](https://www.broadway-academy.co.uk/GDPR-Privacy-Notice)

**Our children. Our Community. Believe it can be done!**

Headteacher: Ronald J Skelton Med B Phil Bed(Hons) NPQH LLE FRSA

Broadway Academy, Perry Barr, Birmingham, B20 3DP

Phone: 0121 566 4334 | Fax: 0121 566 4331

Website: <http://www.broadway-academy.co.uk>

