



Recruitment Brochure

ENJOYING TODAY, PREPARING FOR TOMORROW

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

EAL Coordinator & Modern Foreign Languages Teacher

Salary: MPS/UPS plus TLR (subject to experience)

Contract: Permanent – Full time

Start date: September 2024

We are looking to appoint an EAL Coordinator & Teacher of MFL, the successful candidate will be accountable for the teaching of Modern Languages and Whole School EAL/NTE provision.

This role is suitable for a dedicated and excellent teacher who is ready to take on a wider range of whole school leadership and management responsibilities.

You should be:

- A collaborative practitioner who can work in partnership with the faculties, departments, other Middle Leaders and the Senior Leadership Team to ensure students achieve or exceed their potential.
- Committed to the vision of the school which offers a learning experience that is ambitious and includes the connected curriculum of Sports, the Arts and Enterprise.
- An excellent classroom practitioner with a proven track record of student impact.
- Able to inspire your team and promote excellent teaching and learning across your area. Taking responsibility for the proactive, continual improvement of high-quality teaching and learning, and developing cross and extra-curricular improvements.
- Data focused to support and secure students' progress and attainment.
- Student focused, ensuring all students are engaged and motivated to learn so that they achieve or exceed their potential; being accountable for the progress of students and quality of teaching within the Modern Languages.
- Able to work with other Subject Leaders and Heads of Faculty/Department to maintain the quality and coherence of the curriculum and assessment.
- Able to contribute to the development of the connected curriculum offered within framework of Sports, the Arts and Enterprise.
- Able to demonstrate a commitment to our values: compassion, honesty, integrity and excellence.

We believe every student is unique and should be valued for being who they are. We are offering the successful candidate the opportunity to shape the Modern Languages curriculum and EAL provision ensuring that our students are fully prepared for the future world that awaits them.

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 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 secondary, mainstream comprehensive 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 West Yorkshire Pension Scheme, cycle to work and discounted IT plans and we offer wellbeing support through Health Assured.
- Strong support from the Principal, Leadership Team, and Governing Body.

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.

As part of our safer recruitment practices, online searches will be completed as part of the recruitment process for shortlisted candidates.

Person Specification

JOB TITLE:	EAL Coordinator and Teacher of Modern Languages
JOB LOCATION:	One In A Million Free School, Bradford
REPORTS TO:	Senior Leadership Team
PEOPLE RESPONSIBILITY:	As directed by the Principal
BUDGET RESPONSIBILITY:	As directed 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 a broad and balanced curriculum, and the wider connected curriculum of Sport, the Arts and Enterprise.

Our vision is that each student will achieve or exceed their potential.

Our values: We are driven by our 4 core values, Compassion, Honesty, Integrity and Excellence.

JOB PURPOSE

The EAL Coordinator is responsible for managing strategies across school to support EAL and NTE students settle into school and to access the curriculum, so that they achieve or exceed their potential. The post holder will be responsible for the proactive, continual improvement of high-quality teaching and learning across the whole school EAL/NTE provision, and developing whole school improvements as agreed with senior leaders.

The post holder will work with other Heads of Department/Faculty to enhance the quality and coherence of the curriculum (including assessment) and continue to develop the curriculum offer (including within the connected framework) to achieve the school's stated outcomes for students.

The post holder will support the teaching team to ensure that students are highly engaged, motivated and achieve excellent standards; being accountable for the progress and attainment of EAL/NTE students and the quality of teaching and learning strategies to support these students.

The post holder will lead and drive the implementation of the school'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.*

KEY RESPONSIBILITIES:

Teaching and Learning

- Promote high standards for teaching.
- Ensure that EAL/NTE students are effectively identified and proactively supported. (That their needs/barriers to learning are identified and resources are in place to support them).
- Proactively encourage teachers to engage with CPD and develop further expertise in their classroom practice.
- Be up to date with changes/initiatives to support EAL/NTE students.
- Ensure that schemes of work, and any supporting curriculum documentation, are adapted to support EAL/NTE students. Ensure that these documents are available to and followed by the faculty teams and that they are kept under review.
- Analyse internal assessment and external examination results; with specific focus on the EAL/NTE cohort and use this data to support subject leaders to critically review curriculum documentation and teaching and learning in the light of these results, making the relevant changes/improvements.
- Maintain effective records of EAL/NTE students' attainment and progress; including internal assessments, internal and external examination results, and analyse, monitor and share this data as required.
- Systematically assess the progress of EAL/NTE students and deploy interventions as appropriate.
- Make effective use of assessment data to inform planning and training for teachers and target setting for EAL/NTE students.
- Encourage effective, innovative and imaginative curriculum work, including cross-curricular ventures, to support and engage EAL/NTE students.
- Ensure that activities and resources are in place to support students who require help.

Leading and Managing

- Inspire a positive atmosphere in school, which enables all staff to develop and maintain an enthusiastic attitude towards adopting strategies to support EAL/NTE students.
- Contribute to the overall academic leadership of the school.
- Oversee the welfare of teachers as directed by your line manager.
- Use the Quality Assurance process to evaluate the quality of teaching and learning for EAL/NTE students: identify best practice and any training needs and establish action plans for areas of development, working with the Senior Leadership Team.
- Take a strategic role as part of the Extended Leadership Team - contributing to school development/improvement, school ethos, planning and self-evaluation processes.
- Support trainee teachers/ECTs/new staff, as required, in conjunction with the Senior Leadership Team.
- Support and guide colleagues where appropriate, including in the development of classroom management strategies.
- Hold meetings as required with an agenda, minutes, action points and opportunities to exchange best practice and follow up on any agreed action points in connection to EAL/NTE strategies.
- Attend and contribute to Middle Leadership meetings and other meetings as required.
- Produce and update an EAL/NTE Development Plan which contributes to and draws down from the School Strategic Development Plan.
- Be prepared for and be able to respond to an unexpected situation e.g. where members of staff may be required to work in a different way.
- Demonstrate the flexibility to respond to the short-, medium- and long-term needs of the school.
- Lead, analyse and evaluate the systems and process which identify and support students with EAL/NTE.

- Collaborate with the school's SENCo to ensure the appropriate level of progress and attainment is being made by all students identified as EAL/NTE.
- Lead whole school CPD to support staff to deliver effective lessons to students identified as EAL/NTE.
- Ensure that all policies including overarching School policies relating to health and safety, safeguarding and welfare of students and staff are understood and deployed appropriately.

Teaching Responsibilities

- Teach your specialist subject in line with the needs of the school.
- Identify strengths and weaknesses in student progress, formulating appropriate interventions for students; including those with EAL/NTE to be implemented with other colleagues.
- 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 with external examinations; to give advice to both students and parents.
- Ensure the KS4 curriculum within the faculty is appropriate for every student's success.
- Maintain an up-to-date knowledge of curriculum developments and provide support and input to the development of the curriculum across the school, to support EAL/NTE students.
- To model the standards and behaviour of an outstanding practitioner.

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

- Establishing purposeful 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, arts and enterprise.
- 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 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 your 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:

- Take responsibility for promoting and ensuring the safeguarding and welfare of children and young persons with whom you come into contact with.
- Promote the safety and wellbeing of students and help safeguard students' wellbeing by following the requirements of Keeping Children Safe in Education (KCSIE) and our school's child protection policy. Adherence to the School's Child Protection Policy Statement is always required.
- 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 the Designated Safeguarding Lead or Deputy

ATTITUDES

Aspect	Assessed by	Essential / Desirable
Demonstrates and exemplifies the schools' values and a commitment to the mission and vision of One In A Million Free school and demonstrates how you express this both in work and life.	Interview & Application	E
Demonstrable leadership qualities that motivate and inspire staff and students to excel.	Interview & Application	E
A positive approach and readiness to work across school and be a creative contributor to teams.	Interview & Application	E
Maintains highest professional standards.	Interview & Application	E
Forms excellent relationships and trust with colleagues and students.	Interview & Application	E
A leader and a team player able to motivate others	Interview & Application	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
Exemplary pastoral and safeguarding practice	Application & Interview	E
Demonstrates empathy with students, parents and colleagues and is committed to promoting the wellbeing of students	Application & Interview	E

KNOWLEDGE & QUALIFICATIONS

Aspect	Assessed by	Essential / Desirable
Educated to bachelor's degree level at a minimum in the subject or closely related subjects	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
NPQSL or willingness to work towards	Application & certificates	E
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
Outstanding classroom practice and demonstrable interest in specialist subject	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	E
Evidence of implementing a strategic plan, within a department or faculty, identifying priorities, quality assuring processes and evaluating the impact	Application & Interview	E
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
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 that we partner with	Application & Interview	E
A commitment to generating creative ideas for integrating learning across sports, the arts, and enterprise	Application & Interview	D

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.