



ASPIRE • SUCCEED • LEAD

**BRADFORD GIRLS'
GRAMMAR SCHOOL**

Co-educational up to 11, Girls only 11-16



**Early Years Practitioner
Lady Royd Primary School**

£13,171

From January 2022

APPLICATION PACK



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1. Introduction from the Principal



Thank you for the interest you have shown in the post of Early Years Practitioner at Lady Royd Primary School based on the campus of Bradford Girls' Grammar School. This is an excellent opportunity to join our dynamic team.

Bradford Girls' Grammar School is a heavily oversubscribed through-school of around a thousand students, located in the outskirts of Bradford city centre. Established in 1875, the school is rich in history and has a strong record of providing an outstanding education. Previously a girls' independent school, Bradford Girls' Grammar School became an Academy Free School in 2013 and now takes both girls and boys into its primary school, Lady Royd Primary. The Senior School has remained a girls' school.

I was appointed in September 2020 and I am delighted to have joined a school with such a strong history of success, and yet with so much potential for further improvement. The results have consistently been significantly well above national at Key Stage 4 and all students attain well and make excellent progress. Although this year students did not sit exams formally, our results reflect the long-term picture of the school as results have been just as high in previous years.

There are many other strengths of the school; teaching quality is good across many subjects and our disadvantaged students perform even better than others from more privileged backgrounds. Behaviour in the school is excellent, underpinned by an inclusive ethos and a strong set of values. Our school motto: *Aspire, Succeed, Lead*, defines our mission and we expect students to leave as future leaders; confident to take on challenges and to make a difference on a world platform. Our values of Accountability, Self-Confidence, Perseverance, Integrity, Respect and Empathy define how we operate and what we expect from students and ourselves. We are ambitious, have high expectations of ourselves and others and work together supportively, as a cohesive team.

It should be noted that in March 2019 the school was inspected by Ofsted and the school is currently in Serious Weaknesses, however. This was due to aspects of safeguarding relating to the management of staff allegations, and due to the rate of students' progress in the sixth form. I am delighted to report that, since then, significant changes have been made to safeguarding processes and monitoring visits in December 2019 and July 2021 judged that leaders were taking appropriate action towards the removal of the Serious Weaknesses designation. Our school is expanding to better meet the needs of the locality. We now have an intake of five forms (140 students) into Year 7. These students are drawn from Lady Royd Primary, siblings, and by way of a fair banding process from across Bradford. We no longer have selective entry; our student intake is truly comprehensive.

We are aiming to be a beacon of success and every indicator we have indicates that we will achieve this goal. Continuing to recruit high calibre staff is a key priority of our strategy. Our staff show exceptional dedication and commitment to our students. Relationships in the school are extremely strong and staff morale is excellent. Staff enjoy working here and we pride ourselves in the care and support that we give one another. As a result, there is a real team spirit in the school and people enjoy being part of our school community.

The quality of education is the key focus of the organisation and everything that we do is designed to ensure that the classroom experience for the students is excellent. We are currently redesigning our curriculum to ensure that the education we offer is second to none. We are privileged to be a through-school, and so a key focus for 2021 is to plan a coherent, meaningful and enriching 4-16 pathway.

The Senior Leadership Team consists of the following positions:

- Principal
- Head Lady Royd
- Vice Principal Quality of Education
- Senior Leader Behaviour
- Senior Leader Personal Development
- Senior Leader Maths & CPD
- Senior Leader Safeguarding
- Senior Leader English & Literacy

Keeley Poole is the Headteacher of Lady Royd Primary and there are also the following SLT positions:

- Assistant Head
- Assistant Head Behaviour, SEND and Personal Development
- Early Years Leader
- English Leader – KS2 Leader
- Maths Leader – KS2 Leader
- Phonics Leader – KS1 Leader

We offer fantastic support and professional development to staff which ensures that they are equipped with all the necessary skills to deliver excellent lessons to the students on a daily basis. We joined the Red Kite Teaching Alliance and Bradford Primary Improvement Partnership (BPIP) which will provide outstanding opportunities and CPD for all our staff.

This clearly is an exciting time to join our school as we build on our strong foundations to become a modern forward-thinking centre of excellence. If you would like to join our team, then please complete the application form. Any further details can be obtained from the school directly. I look forward to hearing from you.

Clare Martin
Principal
Bradford Girls' Grammar School

Why work at Bradford Girls' Grammar School?

- Join a vibrant school community of dedicated, hard-working and well-behaved students who achieve results
- Be a part of our warm and welcoming team of staff who are committed to ensuring students have an enjoyable and successful experience
- Be part of a supportive organisation which prides itself on high standards for staff and students
- Play a key part in leading a highly successful, and over-subscribed school, to be a national beacon of success

2. Information on the Post

The Early Years Practitioner will be somebody who places children at the heart of what they do. We are looking for an individual to work positively and constructively with children in an Early Years setting. A successful candidate will act as a role model and support the happiness and wellbeing of children within the setting. They will have a strong understanding of behaviour and recognise that all behaviour is a sign of communication. They will understand that there are a range of factors that impact on a child's behaviour including adverse childhood experiences. They will be patient, supportive, a good listener, be able to communicate effectively and build strong relationships with pupils and families.

Our school motto is *Aspire, Succeed, Lead*. We are a hugely successful school, with a strong set of results. But our mission is to achieve much more than that, so that our students leave as future leaders – equipped to perform on national and international platforms in whatever career they choose in the future.

The school's culture is firmly rooted in values, and these shape the way that we do things on a day to day basis. We recognise our **accountability** to our children and the impact we make on their futures; we are **self-confident** in what we do; and we are prepared to **persevere** in our determination to succeed. We are an organisation that truly cares about what we do and how we do it, and our actions are very much based on **integrity, mutual respect, and empathy**.

If you are interested in joining our team and being part of our exciting future, we look forward to hearing from you.

Application Process

Should you wish to apply for this position, please send the following:

- A completed application form. Applications should be made electronically in Word or PDF format to Kiran Suri on ksuri@bggs.com Please be aware that we do not accept Curriculum Vitae.
- In support of your application you may include a covering letter. This should be in addition to the completed application form.

Closing date for applications: Thursday 20th January 2022

Shortlisting of applications: Friday 21st January

Interview date: Thursday 27th January 2022

Appointments made are subject to an enhanced DBS check.

This school is committed to safeguarding and promoting the wellbeing of children and young people and expects all staff, visitors and volunteers to share this commitment.

3. Job Description

Post Title:	Early Years Practitioner
Post Purpose:	To assist and support pupils' progress in the classroom.
Reporting to:	Head of Lady Royd
Working time:	8:00am – 3:30pm, (1/2 hour lunch) Term Time Only (35 Hours)
Salary/Grade:	£13,171
Main (Core) Duties:	
Responsibilities	<ul style="list-style-type: none"> • Work with individuals and small groups using differentiated approaches to meet their needs. • Assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning • Build and maintain successful relationships with pupils, treating them consistently with respect and consideration. • Support teachers in implementing specific teaching programmes, by contributing to the planning and evaluation of strategies. • Consider pupils' needs and ensure their access to lessons and their content. through the use of appropriate clarification, explanations, equipment and materials. • Adapt materials and resources to enable accessibility for all. • Model good practice when supporting pupils in recording their work. • Support pupil development of study and organisational skills. • Contribute towards: building motivation, confidence and self-esteem; the promotion of independent learning; pre-teaching of new knowledge/ skills; reinforcement of classroom learning. • Carry out structured classroom assessment/ observation and feedback outcomes. • Keep accurate records and contribute to the evaluation of pupil progress. • Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence • Deliver learning activities to pupils within agreed system of supervision, adjusting activities according to pupil responses/needs

	<ul style="list-style-type: none"> • Select and prepare resources necessary to lead learning activities, taking account of pupils' interests and language and cultural backgrounds • Identify personal training needs and to attend appropriate internal and external in-service training.
Relationships	<ul style="list-style-type: none"> • To support the positive ethos of the school by acting in accordance with its values. • To build a strong culture of positive and respected relationships, underpinned by restorative approaches. • Set a good example in terms of dress, punctuality and attendance. • Attend team and staff meetings. • Attend staff development days (pro rata basis for part time positions). • Support the school's Child Protection and Safeguarding strategies. • Be proactive in matters relating to health and safety. • Contribute to the promotion and effective implementation of the school's SEND and Equal opportunities policies. • Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
Physical Conditions	<p>The post is based at Bradford Girls' Grammar School.</p> <p>The school is accessible by stairs and lift and is available by disabled persons to the ground floor by a portable ramp on request.</p> <p>This post is subject to an enhanced Disclose and Barring Service check.</p> <p>The school operates a non-smoking policy.</p>
Training	The school encourages training both "in-house" and external to meet the needs of the individual and of the Service.

Statement:

Bradford Girls' Grammar School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade in line with the school's changing needs.

Dated: 01/07/2021

(Principal)

ATTRIBUTES	CATEGORY 1	Ess	Des	MOA
Skills	<ul style="list-style-type: none"> Ability to work successfully with pupils with challenging behaviour Ability to work as part of a team Ability to communicate at all levels i.e. Staff, pupils, parents/carers and professionals Ability to support families and carers of pupils with challenging behaviour 	* * *	*	A & I A & I A & I A & I
Knowledge/ Understanding	<ul style="list-style-type: none"> Knowledge of EYFS Curriculum Understanding of relevant policies and relevant legislation Understanding of Child Protection Basic understanding of child development and learning 	* * *	*	A & I A A A & I
Qualifications/ Training	<ul style="list-style-type: none"> Good numeracy/literacy/ICT skills Able to recognise own training needs and willing to undergo relevant training EYS, NVQ level 3 or equivalent Previous experience working in a UK school 	* * * *		A & I A & I A&I A&I
Behavioural and other related characteristics	<ul style="list-style-type: none"> Enthusiasm, determination and empathy A sense of humour Belief in the value of others Prepared to respect sensitive and confidential work. Commitment to own personal development and learning. 	* * * * *		I I
METHOD OF ASSESSMENT(MOA)		A = Application Form T = Test I = Interview C = Certificate		

5. Enhanced Disclosure

Thank you for your interest in this post at Bradford Girls' Grammar School. The post you are applying for involves working with young people. It is therefore exempt from the Rehabilitation of Offenders Act and any offer of employment will be subject to an Enhanced Disclosure.

As this post is exempt from the Rehabilitation of Offenders Act, you must declare any convictions, including pending convictions, cautions, reprimands and warnings which would otherwise be regarded as "spent" under this Act. Further details will be sought prior to appointment.

An Enhanced Disclosure is carried out by the Criminal Records Bureau and will check criminal records for information on any convictions, cautions, reprimands and warnings held on the Police National Computer and on local Police records.

All information on criminal records provided both by you and within the Enhanced Disclosure will be used, stored and disposed of in confidence and in line with the Criminal Records Bureau Code of Practice of Disclosure Information.

If your application is successful, you will receive further information on how to complete the Enhanced Disclosure.

We are committed to safeguarding and promoting the welfare of our pupils and expect all staff and volunteers to share this commitment.

School Location and Travel Information

Bradford Girls' Grammar School
Squire Lane
BRADFORD
BD9 6RB

Tel: 01274 545395

www.bggs.com



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