



**Application Pack**

**Maths**



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Dear Applicant

Thank you for requesting details about a teaching role at Bradford Academy.

I have lived and worked in Bradford throughout my teaching career. It holds a vibrant, diverse community and possesses unique character. Its diversity reflects Britain. The Academy plays an important part in preparing young people for life in our complex society. Students are prepared to be active participants in their own communities through developing relationships and understanding the importance of exercising their voice. We hold this dear and believe it to be a major reason behind our success. We are developing leaders for the future; both staff and students.

You have shown interest in us at an exciting time. We have recently celebrated our tenth anniversary and continue to be judged by Ofsted as a good school. Having expanded our age range with students from the ages of 2 to 19, you will appreciate that this is no mean feat and we don’t sit still.

I have worked at the Academy since its inception and am incredibly proud of our achievements. Success is down to working hard. We listen to each other. We do not shy away from challenge.

Why do you want to work for this Academy? I would ask you reflect on the following:

* Your personal vision for education.
* Your tenacity to being the best.
* Your sense of moral purpose.

You need to be committed to improving the life chances of our students for whom educational success is the only secure route to raising the quality of their future lives. Can you demonstrate how you would contribute to our team to get results? We need talented people with a proven track record of effectiveness based on a thorough understanding of why you have been successful. You get things done.

We need colleagues who share our values and aspirations. You will be rewarded by access to the highest quality CPD through our talent management strategy.

Does this resonate with you? Are you inspired? Then start your journey and submit your application.

Yours sincerely,

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Tehmina Hashmi

**Executive Principal**

If you would like more information please contact our HR Department on

01274 256789 or by email to [recruitment@bradfordacademy.co.uk](mailto:recruitment@bradfordacademy.co.uk)



**JOB DESCRIPTION**

**MAIN SCALE TEACHER**

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| **CORE PURPOSE OF THE ROLE:** |
| * Bradford Academy is seeking to recruit an enthusiastic and creative teacher * The successful candidate will be required to teach students from the age of 11 to 18 and across a number of ability levels. * We are looking for someone who shares our commitment to valuing each student as an individual learner, ensuring our students achieve to the very best of their ability in the subject area. * This is a fulltime post suitable for NQTs or more experienced colleagues. |

**ROLES AND RESPONSIBILITIES**

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| **Planning** |
| * plan teaching to achieve progression for students learning; |
| * provide clear structures for lessons which maintain pace, motivation and challenge for students; |
| * make effective use assessment information on students’ attainment and progress in teaching and planning future lessons;. |
| * plan opportunities to contribute to students personal, spiritual moral social and cultural development. |
| **Teaching and Class management** |
| * ensure effective teaching of whole classes so that teaching objectives are met and that best use is made of the available teaching time; |
| * ensure that extended learning is set regularly and marked; |
| * establish a safe environment which supports learning and in which students feel secure and confident; |
| * use teaching methods which sustain the momentum of students’ work and keep all students engaged; |
| * set high expectations of students’ behaviour, establishing and maintaining a good standards of discipline; |
| * evaluate their own teaching critically and use this to improve their effectiveness. |
| **Monitor, evaluate, assess, recording and reporting and accountability** |
| * assess how well learning objectives have been achieved and use this assessment; |
| * mark and monitor students’ assigned classwork and extended learning, providing constructive oral and written feedback, and setting targets for students’ progress; |
| * assess and record students’ progress systematically; |
| * use comparative data to set clear targets for students achievement. |
| **Other Professional Requirements** |
| * make a significant contribution the English subject area so that it is organised to meet the aims and objectives of the Academy and the subject and in particular to the : |
| **Development of Maths** |
| * help to develop and implement policies and practices which reflect the Academy's ethos and commitment to high achievement, effective teaching and learning and good student behaviour; |
| * establish short, medium and long term plans for the development and resourcing which are clear about action to be taken, timescales and criteria for success; |
| * work to put the plans into practice; |
| * monitor the progress made in achieving development plans and targets and use this to inform future planning and development and participate in the annual review of the department's work and progress; |
| * participate in departmental meetings and contribute to planning and policy making. |
| **Efficient and Effective deployment of resources** |
| * use available resources with maximum efficiency to meet the objectives of the Academy and subject plans and to achieve value for money; |
| * use accommodation to create an effective and stimulating environment for teaching and learning. |
| * establish effective working relationships with professional colleagues ; |
| * set a good example to the students they teach, through their presentation and their personal and professional conduct; |
| * be committed to ensuring that every student is given the opportunity to achieve to their full potential and meet the expectations set for them; |
| * keep up to date with research and developments in pedagogy in the subjects that they teach; |
| * understand their professional duties in relation to the Academy policies and practices. |
| * commit to the Academy Code of Ethical Practice to ensure that Safeguarding policies are fully implemented. |
| **Conditions of employment** |
| * The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the Contract of Employment). |
| * Work across the Academy to support and encourage the school’s ethos and its objectives, policies and procedures as agreed by the Governing Body. |
| * To uphold the school's policy in respect of Safeguarding including committing to the Code of Ethical Practice |
| * Be aware of a comply with policies and procedures relating to health, safety and security, confidentiality and Data Protection, reporting all concerns to an appropriate person. |
| * Perform any other reasonable tasks after consultation with the postholder. |
| * This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed. |
| * This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the postholder. |
| * All staff participate in the school’s performance management scheme. |

**MAIN SCALE  
MATHS TEACHER**

**PERSON SPECIFICATION**

**QUALIFICATIONS**

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| **Essential** |
| A recognised teaching qualification  Good Honours Degree or equivalent |
| **Desirable** |
| Evidence of further qualifications in the area. |

**TRAINING**

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| **Essential** |
| Recent training initiatives relating to Maths  Assessment for Learning  Recent training in ICT.  Evidence of continuing professional development in Literacy and Mathematical skills.  Analysis of performance data and its use in target setting. |
| **Desirable** |
| Recent training in accelerated learning methodologies |

**SPECIAL KNOWLEDGE**

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| **Essential** |
| Specialist Practitioner capable of delivering Maths across all Key Stages.  Experience of delivering Maths  The ability to deliver additional Maths Disciplines at up to KS4  Has a clear understanding of English including assessment and the importance of a stimulating learning environment both indoors and outside;  How to devise, implement and evaluate systems for identifying, assessing and reviewing progress  Up to date knowledge of intervention strategies to raise attainment, and other key skills and the ability to provide in service training to colleagues.  The use of ICT and its effective application for learning.  Effective deployment and use of additional adult including staff, parents and volunteers and resources to ensure their best use  Effective deployment and use of staff and resources to ensure their best use. |
| **Desirable** |
| The characteristics of effective teaching and learning practices which maximise the access and progress of children particularly in an All Through setting  A commitment to STEM and its cross curricular delivery |

**SKILLS**

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| **Essential** |
| **Decision Making skills**  Analyse, understand and interpret relevant information and data and present it in useful forms to staff, parents, students, governors  Judge when to make decisions and when to defer to senior managers  Think creatively and imaginatively to solve problems and identify opportunities  **Self-management** and **organisational skills**  Prioritise and manage their own time effectively;  Work under pressure and to deadlines;  Be self-motivated  Take responsibility for their own professional development  **Communication skills -**  Negotiate and consult effectively  Chair meetings effectively  Communicate effectively orally and in writing to a range of audiences  **ICT skills**  Demonstrate a clear understanding and competence in the use ICT |
| **PHYSICAL AND PERSONAL CIRCUMSTANCESEssential** |
| Sufficient health, stamina and energy to cope with a very demanding post.  Sufficiently flexible circumstances to enable some out of school hours working including attendance at evening and weekend meetings.  Smart appearance |

**PERSONAL QUALITIES**

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| **Essential** |
| **Candidates should possess and display**:  The ability to establish good personal professional relationships at all levels, with parents, children and colleagues  Excited by and committed to maximising the benefits of working in an all through setting  Adaptability  Openness, good humour, energy, enthusiasm and a sense of proportion.  Resilience  Self confidence  Intellectual ability  Commitment  Integrity - consistency between what you say and what you do  A willingness to commit to the academy code of ethical practice in order that safeguarding policies can be fully implemented |

**Information for Applicants**

**Job Description**

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

**Person Specification**

This specification sets out which criteria will be used to shortlist candidates for interview.

**Visiting**

We welcome informal visits from all Applicants before they apply. If you wish to do so, please contact [recruitment@BradfordAcademy.co.uk](mailto:recruitment@BradfordAcademy.co.uk) to arrange an appointment.

**Applying**

If you decide you would like to apply for this post please complete the application form online, which can be found at

<http://www.bradfordacademy.co.uk/recruitment/>

Your formal letter of application (supporting statement) should be no longer than 3 sides of A4 and should address the selection criteria and competences detailed in the person specification. The Academy must receive a signed copy of the form.

Please email to;

[recruitment@BradfordAcademy.co.uk](mailto:recruitment@BradfordAcademy.co.uk)

Or

Post to HR, Bradford Academy, Teasdale Street, Bradford, BD4 7QJ.

**Interviews**

Shortlisted candidates will be contacted within two weeks of the closing date, please ensure you check in your email junk folder.

All appointments will be subject to satisfactory DBS/ISA registration and reference checks.