

Recruitment Brochure & Job Description



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

Religious Studies Teacher, with the ability to teach PSHE

Salary: MPS/UPS

Contract: Permanent – Full time

Start date: As soon as possible

Would you like to join a school that has made some exceptional improvements in recent years, showcased by the highest GCSE results in the school's history in 2025, placing us within the top 10 highest results of secondary schools in Bradford? If this is for you, we would like to hear from you.

We are looking to appoint a Teacher of Religious Studies, who also has the ability to teach PSHE, the successful candidate will be accountable for the teaching of Religious Studies and PSHE, this role is suitable for a dedicated and excellent teacher who wants to join a fantastic team.

You should be:

- ☐ A collaborative practitioner who can work in partnership with the faculties, departments, 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 Religious Studies and PSHE curriculum.
- ☐ 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 the 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 Religious Studies and PSHE curriculum, 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:	Teacher of Religious Studies and PSHE
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 the One In A Million Free School through a broad and balanced curriculum, and the 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 four core values, Compassion, Honesty, Integrity and Excellence

JOB PURPOSE

The post holder will work with the Teaching Team 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 students in RS and PSHE and the quality of teaching and learning strategies to support students.

The post holder will support 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 schemes of work, and any supporting curriculum documentation, are in place and that they are kept under review.
- Analyse internal assessment and external examination results and use this data to critically review curriculum documentation and teaching and learning in the light of these results, making the relevant changes/improvements.
- Maintain effective records of 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 students and deploy interventions as appropriate.
- Make effective use of assessment data to inform planning and target setting for students.
- Encourage effective, innovative and imaginative curriculum work, including cross-curricular ventures, to support and engage students.
- Ensure that activities and resources are in place to support students who require help.
- Inspire a positive atmosphere in school, which enables all staff to develop and maintain an enthusiastic attitude towards adopting strategies to support students.
- Contribute to the overall academic leadership of the school.
- 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.
- 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.
- 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 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 and nationally.
- 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 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 the 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 required at all times
- 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
A positive approach and readiness to work across school and be a creative contributor to teams.	Interview & Application	E
Maintains highest professional standards and works inline with Teacher Standards and the Staff Code of Conduct..	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
UK Teaching Qualification (QTS)	Application	E
Higher degree	Application	D
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 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 sets out the main duties of the post at the date it was drawn up. However, it is not intended to be an exhaustive or definitive list. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post. You may be required to carry out other duties commensurate with your role.