



# Recruitment Brochure

ENJOYING TODAY, PREPARING FOR TOMORROW

# Vacancy Details

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

## Science Teacher

Salary: MPS/UPS (suitable for NQTs)  
(£30,000 - £46,525)

Contract: Permanent, full time

Start date: September 2024

### **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 ESFA funded 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.

### **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, an online search will be carried out for shortlisted candidates. You may be asked to provide your social media handles.

# Vacancy Details

|                        |  |
|------------------------|--|
| JOB TITLE:             | Teacher – Science                      |
| JOB LOCATION:          | One In A Million Free School, Bradford |
| REPORTS TO:            | Head of Science                        |
| PEOPLE RESPONSIBILITY: | None                                   |
| BUDGET RESPONSIBILITY: | As delegated 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**

As a member of the teaching team of One In A Million Free School, you will work to achieve outstanding progress and attainment, ensuring that the students enjoy today as they prepare for tomorrow.

Ensure that students are highly engaged, motivated and achieve excellent standards; being accountable for the progress of your students.

Work with teaching colleagues to maintain the quality and coherence of the curriculum and continue to develop the curriculum offered within the connected framework, to achieve the school's stated outcomes for students.

Ensure that the School remains true to its aims, values, vision and mission; upholding the principle that we are here to put the needs of our students and young people first.

## **KEY RESPONSIBILITIES:**

- Plan and deliver Science to KS3 and KS4.
- Deliver the Connected Curriculum model at all Key Stages, building conceptual understanding of the 'big ideas', the connections across the curriculum and the continuous development of students' Core Learning Skill.

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- Provide the necessary support and identify resources required to ensure subject progression within the curriculum.
- Develop outstanding and exhilarating learning opportunities for students within the taught curriculum and enrichment curriculum; including leading on whole school productions.
- Identify strengths and weaknesses in student progress, formulating appropriate interventions for students.
- Contribute to continuously improving the quality of pedagogy and assessment.
- Commit to the process of performance management aiming for an excellent learning experience for ALL members of the school community.
- Provide information for the data cycle and actively participate in meetings with colleagues using assessment data to inform decision-making.
- Input to the Management Information system as required in accordance with IT policies and procedures.
- Pro-actively serve as a Form Tutor for an assigned form group ensuring the effective development and participation of students.
- Contribute to school development, planning and self-evaluation processes.
- Take responsibility for your own professional development.

### **In addition to the above you will have a role in strengthening the community by:**

- Working closely with other schools, locally.
- Providing and encouraging creative ideas for integrating learning experiences across sport, arts and enterprise with community partners.
- 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 OIAMFS policies and procedures ensuring commitment to the mission and values.
- Assist in the development of excellent working relationships throughout OIAMFS school.
- Foster good relationships with external organisations that provide goods and services.
- Take responsibility for Health and Safety of yourself and that of others.
- Ensure that all personal information that you have responsibility for, regardless of format, is held, maintained and used in accordance with Data Protection regulations.
- Comply with the OIAMFS's requirements for and commitment to the Safeguarding of Children.
- Commit to ensuring your own personal development.
- Comply with all contractual, legal and reasonable requirements of any venue being used by OIAMFS for its activities.
- Pro-actively promote and uphold OIAM acting as an Ambassador.

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- 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 as instructed by the Principal or delegated person.

### **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

# Person Specification

## KNOWLEDGE & QUALIFICATIONS

| Aspect   | Assessed by             | Essential / Desirable |
|--|-------------------------|-----------------------|
| Educated to degree level in area relevant to subject specialism  | Application             | E                     |
| Evidence of relevant level of subject knowledge and/or experience of delivering in the vocational areas of sport, the arts, enterprise | Application & Interview | D                     |
| Teaching Qualification   | Application             | E                     |
| Higher degree  | Application             | D                     |
| Working knowledge of behaviour management strategies and systems   | Application & Interview | E                     |

## ATTITUDES

| Aspect  | Assessed by             | Essential / Desirable |
|---|-------------------------|-----------------------|
| A good understanding of and commitment to the mission and vision of One In A Million Free School  | Interview & Application | E                     |
| Able to demonstrate how the values of One In A Million Free School have been expressed in your life and work  | Interview & Application | E                     |
| A clear understanding of vision and values, specifically as they relate to One In A Million Free School, ensuring the school remains true to its aims, vision and mission | Application & Interview | E                     |
| A team player able to encourage and motivate others   | Application & Interview | 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 | D                     |
| 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 |

## Skills and Experience

| Aspect  | Assessed by             | Essential/<br>Desirable |
|---|-------------------------|-------------------------|
| Teaching experience, within 11-16 age range   | Application & Interview | E                       |
| Ability to teach Key Stages 3 and 4   | Application & Interview | E                       |
| Ability to teach an additional subject  | Application & Interview | D                       |
| 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 | D                       |
| 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 delivering learning other than your 'first' subject – a range of subjects.  | Application & Interview | D                       |

| <b>Aspect</b>   | <b>Assessed by</b>      | <b>Essential/<br/>Desirable</b> |
|---|-------------------------|---------------------------------|
| Evidence of a track record as an effective innovator of education   | Application & Interview | D                               |
| 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                               |
| Understand, analyse and make effective use of a wide range of data aided, by effective use of ICT   | 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                               |
| Readily embraces 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  | Application & Interview | D                               |