The Academy at St James'

Class Teacher

Application Pack







Dear Candidate,

Post: Teaching position

I would like to thank you for showing an interest in the above opportunity at our school which has arisen due to the promotion and secondment of one of our teachers.

At the Academy at St James, we strive to provide our children with the very best to ensure they can be successful in whatever they choose to do. We encourage everybody to work hard, accept challenges and take risks in order to be the best person you can be. We have high expectations for our children and ask them to persevere, collaborate and use their imagination to fulfil their dreams. At St James nothing is impossible and our slogan is: Aspire, Achieve, Believe!

Our 5 ways of being are:

1. Show you care
2. Always be yourself
3. Contribute to your community
4. Confident communicator
5. Knowledgeable and expert learners

These five ways of being complement our ethos and encourage our children to do their very best.

We ask our children, parents and local community to aspire to the very highest standards possible in all that they do. We do this to provide a platform for the children to achieve their very best and develop into responsible and thoughtful citizens. Our aim is to provide the children with the knowledge, skills and attributes to be successful lifelong learners. As a Headteacher, I firmly believe that every moment matters! Our job is to provide an engaging and exciting curriculum for all our children; it is to develop their literacy and numeracy skills so they can be successful in later life and it is to work hard with parents and our local community to raise aspirations for all. I am very excited about the opportunity to develop and strengthen our existing team give people opportunities to grow and develop valuable experience which will benefit you and our setting. If you want to see more of our day to day life in school, you can see us on our website, or @church_prim on Twitter.

Everyone can achieve at the Academy St James and through working in partnership we can create many magical memories. I have been at St James for nearly five years and we have seen so many positive changes that I believe this is an amazing time to join our team as we aim to get better and better.

By joining our team, you will have the opportunity to get valuable experience and work with an amazing team.

Please contact Amanda Carter on 01274 777095 to make an appointment to see our school at work.

The closing date for applications is noon on Monday 13th December.

Interviews will be held on Wednesday 15th December

Yours sincerely

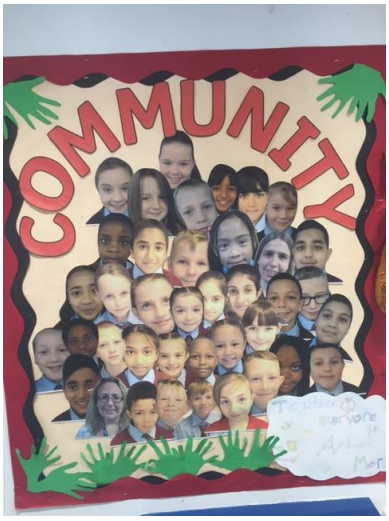
Chris Tolson

Headteacher

Opportunities at St James!













We really believe that giving our children as many experiences as possible is a key driver in improving pupil outcomes and allowing our children to achieve. **Aspire, Achieve, Believe** is our school motto (created by the children) and only by creating a curriculum that they love will they come to school and want to learn. From me taking the ice bucket challenge to opening our school for a Christmas Extravaganza with visiting reindeer, we aim to give the children memories they will never forget. The pictures above are just a sample of what we have done in the last year but have a look at our twitter account (@church_prim) and our website for more details. Come and join us- it is a great place to work and learn!

In and around Bradford

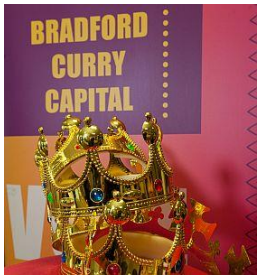


Bradford has a rich and fascinating history from Roman remains to Victorian grandeur. With a long industrial heritage, Bradford is proud to have once been the wool capital of the world which lead to pioneers such as Sir Titus Salt to build businesses in the area. You don't have to go far to find out more, simply walk the streets and look up at the architecture or learn more about Bradford's history at Bradford Cathedral and Bradford Industrial Museum or visit the magnificent Bolling Hall a 17th century mansion house.



Nearby Saltaire, a model Victorian village and a UNESCO World Heritage site is a joy to visit and make sure you join a guided walk to learn more about the village's past. Mill owner Sir Titus Salt built the village for his workers and today Saltaire attracts millions of visitors to its magnificent architecture. Bradford was awarded the title of the world's first UNESCO City of Film due to the city's rich film heritage and its inspirational movie locations. Bradford has been a film location since the beginning of cinema, with its indigenous film industry being traced back to the years around the First World War. To this day Bradford district is still chosen and featured in top films and TV series. Bradford was also the birthplace of the famous artist David Hockney, and you can be enthralled by his works at Salts Mill and Cartwright Hall.

Bradford is home to over 200 Asian restaurants and is proud to be Britain's Curry Capital of Britain for the last six years. There are a number of award winning restaurants which serve authentic Asian cuisine, so you will definitely find something that will tickle your taste buds, why not use our Curry Guide for inspiration.
Although we have a reputation for serving fantastic Asian food we also have an amazing selection of other cuisines. The Michelin starred Box Tree is one of Yorkshire's top restaurants, serving sophisticated British cuisine, served in even more sophisticated surroundings. If you are on a smaller budget Shipley and Saltaire have a great selection of restaurants. From Yo Yo's serving Chinese, Japanese and Thai to the Tapas Tree and the The Terrace a French style Cafe bar and bistro.





The Alhambra Theatre is regarded as the North's premier touring venue and regular visits are made from prestigious companies such as the Royal Shakespeare Company, Northern Ballet, Disney Theatrical, the National Theatre, Matthew Bourne's New Adventures and David Ian Productions.

The Academy at St James'
Chelwood Drive, Allerton, Bradford BD15 7YD

Class Teacher

Full Time
Required from January 2022

Fixed term to July 2022 to cover a secondment

(Salary – MPR – UPR dependent on experience)

Are you looking for a new challenge and the opportunity to be part of constantly improving and exciting team? Do you relish opportunities to be innovative and creative? If so, then this is the job for you!

Due to the secondment of one of our senior teachers to another school within BDAT, we are looking for a Year 6 teacher who can hit the ground running and join our creative and innovative teaching team in our friendly and dynamic school. We value partnership and teamwork and are looking for someone who can model high expectations and has a commitment to learning and continuous improvement.

If you have the desire and passion to initiate, lead, and manage quick and effective strategies to support the development of school and have an impact on pupil outcomes, we'd love to hear from you.

In return, we can offer you a creative, exciting and supportive setting within a strong community which is committed to change and the best outcomes for our pupils. We are a member of BDAT, a forward-thinking Academy Trust, and we are committed to the support and development of all our staff. We pride ourselves on our busy, active and innovative school, and can offer you an unforgettable experience working with our amazing children and staff team.

The successful post holder will report to the Headteacher who will provide guidance and support.

Closing date:	**Monday 13th December, noon.**
Shortlisting:	**Tuesday 14th December**
Interviews:	**Wednesday 15th December**

Applications can be made via email to: info@bdat-academies.com

Applications forms and all documents are available on our school website at: www.academystjames.com

We are committed to safeguarding children and all posts are subject to an enhanced DBS check

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Bradford Diocesan Academies Trust

Working with BDAT



Bradford Diocesan Academies Trust recognises that if our schools are to succeed, our teachers and school staff are our most valuable asset. We work hard to be the education employer of choice in Bradford. We do this by:

- Recruiting the highest calibre of teachers who share our aspiration and ambitions for our students to succeed;
- Developing our teams by talent spotting and rewarding our next generation of leaders
- Making sure BDAT is a good place to work so that we retain and grow the expertise of our people.

Our Employee Pledge

Bradford Diocesan Academies Trust

We will offer you:

- Work in a values driven, student centred organisation where every child is supported to reach their academic potential and accomplish their individual goals. www.bdat-academies.org/about-us/bdat-mission-statement/
- The prospect of working for an increasingly successful and growing Trust which is committed to providing high quality education for all of its students.
- A separate career development discussion with a senior leader resulting in a bespoke career development plan in addition to Performance Management.
- Ongoing assistance in developing your 'craft' of teaching.
- Assistance with career progression both within and outside the Trust.
- A competitive employees' benefit scheme. www.bdat-academies.org/aboutus/employee-benefit-scheme/

We will provide you opportunity to:

- Have a week's placement in one of the BDAT schools within the first two years.
- Work with like-minded subject colleagues from the other trust schools.
- Shadow colleagues both within the school and across BDAT.
- Support the development of teachers new to the profession or to their role.
- Gain the experiences required to meet external leadership qualifications such as Specialist Leadership in Education.

In return we expect you:

To Model:

- The values of BDAT and your school at all times.
- Professional behaviours at all times.

To Be:

- A consistently good teacher on a day to day basis.
- Committed to ongoing professional development.
- A team player and to adopt a 'can do' attitude.

To:

- Place safeguarding of students at the heart of your work.
- Engage in constructive professional dialogue, giving and listening to feedback.
- Contribute to the development of students and staff.
- Meet Teachers' Standards and Trust Leadership Standards as appropriate to career stage expectation.

Want to find out more?

If you want the chance to join a Trust committed to developing the very best teachers and school staff in Bradford:

- Check out our latest vacancies on **www.bdat-academies.org/vacancies**
- Follow us on twitter: **#wearebdat**

Bradford Diocesan Academies Trust

Our mission, vision and values

BDAT's mission is:

"to provide high quality education within the context of Christian belief and practice so that every child can fulfil their academic potential and accomplish their individual goals".

Our rationale or reason for doing this is:

".... because we believe that every child has only one chance at a good education".

Our vision is:

"That every student in a BDAT academy gets a happy and high quality education enabling competence, confidence and character to thrive; and that our Academies become the schools of choice in Bradford.'

The Trust, our family of schools and our pupils are driven by a set of shared values which guide how we operate, how we teach and how we support each other.

Class Teacher

Job Description

MAIN PURPOSE

To ensure high quality teaching, effective use of resources and the highest standards of care, learning and achievement for all pupils.

The postholder will be carry out the duties of a class teacher as outlined in the School Teacher's Pay and Conditions Document (2021) and any subsequent updates.

KEY ACCOUNTABILITIES/TASKS

KNOWLEDGE AND UNDERSTANDING

- To have an up to date knowledge and understanding of the professional duties of teachers and the statutory framework within which you work.
- To take responsibility for implementing school policies and practice, including those relating to equality of opportunity.

PLANNING, TEACHING AND CLASS MANAGEMENT

- Promote and support the Church of England ethos of the school;
- Attend assemblies, school Masses and other religious observances and events, and contributing to the preparation of these throughout the year;
- Work to achieve the general and particular aims of the school, expressed in the School Mission Statement and the School Improvement Plan;
- To plan effectively to ensure pupils have the opportunity to meet their potential, notwithstanding differences of race and gender, and taking account of the needs of pupils who are under achieving, very able, or not yet fluent in English.
- To plan effectively to meet the needs of pupils with Special Educational Needs and in collaboration with the SENCO, prepare, implement, monitor and review Individual Educational Plans.
- To monitor pupil's class and home activities, providing constructive, oral and written feedback.
- To use teaching strategies that keep pupils engaged through effective questioning, lively presentation and good use of resources.
- To create a safe and stimulating learning environment that supports learning and in which pupils feel secure and confident.
- To set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline based on mutual respect and personal responsibility. To deal with inappropriate behaviour in the context of the school Mission Statement, Positive Behaviour Policy and Anti-Bullying Policy.
- To set a good example to the pupils taught through one's presentation and one's personal conduct.

WIDER PROFESSIONAL EFFECTIVENESS

- To take responsibility for one's own professional development including Performance Management procedures.
- To attend training in and out of school, as directed by the Leadership Team.

- To work effectively as a member of the school team, establishing and maintaining good relationships with colleagues, parents and pupils.
- To manage support staff and other adults effectively, involving them where appropriate with the planning and management of pupil's learning.

Accountable for:

- The education and welfare of the children in accordance with national conditions of service and the religious ethos of the school.
- The quality of learning and the achievements of all pupils in the class.

Authority to:

- Implement rewards and sanctions within the school policies and procedures.
- Liaise with parents or other responsible adults and with external professional staff in accordance with school policies and procedures.

Child Protection:

- The school takes the safety of children seriously. All staff are expected to follow the school's Child Protection Procedures.

Entitlements:

- Training and development within the school's INSET programme and in accordance with School Development Priorities.
- Appropriate professional support from the Headteacher and other colleagues.
- Performance Management
- Supportive Governing Body.

Class Teacher
Personnel Specification

	Essential	Desirable	Evidence
Qualifications and CPD Record	• Qualified Teacher Status and First Degree • Record of CPD relevant to the post	• Higher degree relevant to the role • NPQs • CPD record includes substantial relevant achievement in the last two years • Relevant safeguarding training	Application form
Successful experience of delivery of Teaching and Learning	• Knowledge of assessment systems for Key Stage 1 or 2 • Good working knowledge of the National Curriculum • Ability to work closely as part of a team • Commitment to continuing professional development	• Proven experience/ examples of leading innovative work in a school • Experience in supporting colleagues to develop practice through coaching for example • Commitment to develop knowledge in other curriculum areas and key stages. • Knowledge of the whole primary curriculum	Application form Interview
Developing and working with others	• Demonstrate high standards of personal integrity, loyalty, • discretion and professionalism • Has a DfE recognised teaching qualification. • Is an active learner and can show evidence of own continuing professional development and is committed to learning, listening and reflecting. • Has a good knowledge and understanding of relevant legislation and current educational developments, including the safeguarding of children. • Treats all people fairly, equitably and with	• Have further relevant qualifications. • Able to balance work and personal life and is considerate of the well-being of others • Has experience of leadership in rigorous Performance • Management.	Application Form, Interview, References and Selection testing

	Essential	Desirable	Evidence
	dignity to create and maintain a positive school culture. • Able to develop a rapport w the children.		
Undertaking the role of the Class Teacher	• Experience of teaching a class, including planning, recording, assessing and meeting the social and learning needs of pupils • Knowledge and experience of quality first teaching, ensuring that all pupils make good progress to fulfil their targets; • Evidence of maintaining the positive ethos and core values of the school • Demonstrate all core teaching standards in everyday duties. • Knowledge and experience of strategies to maintain good order and discipline		Application form, selection task, interview, references

In line with the Immigration Act 2016 the Government has created a duty to ensure all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard; for this role the post holder is required to meet the Advanced Threshold Level.

The post holder should demonstrate they can:

- Express themselves fluently and spontaneously at length effortlessly.
- Explain difficult concepts simply without hindering the natural smooth flow of language.
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School.

Class Teacher
Selection Process Guidance

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, marital status, sexual orientation or gender identification. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with children as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure from the Disclosure and Barring Service.

Visits to the school

Visits to the school are warmly welcomed by prior arrangement, you will not be disadvantaged if you are unable to visit. Please contact Amanda.carter@academystjames.com to arrange a mutual appointment. The visit will give you an opportunity to ask questions about the role and the school to assess if this is somewhere you would like to work.

Applications

Please ensure that all parts of the application form are completed. We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position. Applications can be submitted online, via email or via paper copy.

Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff and governors. We carefully check all applications for anomalies.

Candidates who best meet the person specification will be invited to an interview. We will notify you by telephone with e-mail confirmation to follow. If you have not heard from us within 3 days of the shortlisting date, you have not been successful at this stage.

References

We request references for all candidates who are invited to interview. Requests will be made at the same time that candidates are invited to interview. Your first referee should be your current or last, employer.

Interview Day

The interview day will consist of several tasks and activities including a formal interview. These are designed to allow you to demonstrate your skills and abilities. You will be asked to bring proof of qualifications and identity on the day.

Final Selection

Following the tasks and formal interview, we will use the person specification as a guide to select the most suitable candidate for our school. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

Offer of Employment

We will make a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. Any offer is made subject to:

- References satisfactory to us
- A satisfactory DBS check
- Provision of proof of identity and qualifications

Key Dates

Closing date:	**Monday 13th December, noon.**
Shortlisting:	**Tuesday 14th December**
Interviews:	**Wednesday 15th December**

How to contact us:

The Academy at St James'
Chelwood Drive
Bradford
BD15 7YD
Tel: 01274 777095
Email: info@bdat-academies.com