



Director of Teaching & Learning



ENJOYING TODAY, PREPARING FOR TOMORROW

 www.oiam.org/freeschool/

VACANCY DETAILS

The One In A Million Academy Trust is looking to appoint an outstanding, inspirational leader who has the capacity to make a significant contribution to the ongoing success and development of our unique, innovative and dynamic school, recently judged GOOD by Ofsted.

One In A Million (OIAM) is a unique organisation, comprising its Free School and range of established Community Education Programmes. Our mainstream secondary school is small in size but big in opportunity as we form our own multi academy trust.

Driven by its core values and emphasis on sports, the arts and enterprise, OIAM has created an innovative approach to improving the opportunities and life chances for the young people in Bradford. The Charity creates a synergy between its school and community programmes through its Hub and Spoke model.

We welcome applications from existing Assistant Headteachers and Faculty and Department Heads who have experience of leading in good or outstanding schools and have demonstrably high quality leadership.

We are looking for candidates who will:

- Secure the commitment of the whole school community to the vision and direction of the One In A Million Academy Trust.
- Hold and articulate clear values and moral purpose, focused on delivering an outstanding teaching and learning culture for the students they serve based on our core values: compassion, honesty integrity and excellence.
- Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.
- Raise the standards of teaching, learning and achievement at Key Stages 3 and 4, by fully embracing our Key Performance Indicators.
- Be innovative in challenging educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improvement within our school.
- Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- Think creatively and imaginatively about the school's development, to anticipate and resolve problems and to identify opportunities that will benefit students.

VACANCY DETAILS

- Maintain and develop further strategies to enhance our calm, nurturing environment and systems to secure high standards of behaviour and attendance whilst safeguarding the wellbeing of our students at all times.
- Be commercially and politically astute to grow links, which will benefit the school and provide future growth opportunities within a multi academy trust.
- Demonstrate good business acumen to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements, staff/talent development and the school's sustainability.
- Work with an outstanding, high capacity, supportive governing body that is responsive to thoughtful and well-planned change.

Closing date: Monday 17th June 2019

Interviews: Week commencing 24th June 2019

Salary: L2 to L6 dependant on experience

Start Date: September 2019 or as soon as available

If you feel you have the appropriate experience then we would encourage you to apply by completing our online application form at <https://www.tes.com/jobs/employer/one-in-a-million-free-school-1062792>

To learn more about One In A Million please visit our website at www.oiam.org/freeschool/ and watch our video on YouTube titled '[The Journey So Far](#)'.

We are committed to safeguarding and promoting the welfare of children. The post is subject to an enhanced DBS check and satisfactory references.

JOB DESCRIPTION

JOB TITLE:	Director of Teaching & Learning
JOB LOCATION:	One In A Million Free School, Bradford
REPORTS TO:	Principal and Vice Principal
PEOPLE RESPONSIBILITY:	Heads of Faculty and Teaching Staff as directed
BUDGET RESPONSIBILITY:	As directed by 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 One In A Million Free School through a tailored programme of vocational learning across sport, the arts and enterprise.

Our vision is that each student will utilise their skills, talents and educational achievements across sport, the arts and enterprise to better themselves and their communities.

Our values: We are driven by our 4 core values, Compassion, Honesty, Integrity and Excellence.

JOB PURPOSE

As a member of the Leadership team of One In A Million Free School working to achieve outstanding success as the students "enjoy today they will be preparing for tomorrow".

The post holder will contribute to the delivery of the best possible standards in achievement, behaviour, progress and engagement across the school.

Work with other senior leaders to maintain the quality and coherence of the curriculum and continue to develop the curriculum offer within the connected framework, to achieve the school's stated outcomes for students.

Ensure that 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.

JOB DESCRIPTION

LEADERSHIP:

- Support the Senior Leadership Team in establishing a vision for the future development of the quality of education in the school, adhering to the Trusts vision and key performance indicators.
- To ensure the vision of OIAMFS as a learning centered organisation is clearly articulated, shared, understood and acted upon effectively by all.
- To work within the school community to translate the Trust KPIs into agreed objectives and operational plans, which will promote learning and sustain the school's improvement.
- To ensure the ethos, values and goals of the school, as reflected in the school improvement plan, are communicated positively to colleagues, parents, the community and learners.
- To promote the academic performance and holistic development of all learners across the whole school curriculum.
- Set an excellent example for other colleagues, working to a high standard in implementing policies, priorities and expectations and modeling the Trust's core values at all times.
- To prioritise, plan and organise themselves and others to make professional, managerial and organisational decisions based on informed judgments.
- To think creatively to anticipate and solve problems.
- To develop and maintain a culture of high expectations and take appropriate action when performance is unsatisfactory.
- To ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- To regularly review own practice, set personal targets and take responsibility for own personal development including managing own workload and that of others to allow an appropriate work/life balance.
- To be a highly visible presence around the school and role-model the Trust's core values, expectations and standards to staff and students.
- To motivate and work with others to create a shared culture and positive climate, acknowledging the responsibilities and celebrating the achievements of individuals and teams.
- To provide strategic direction for whole school improvement in support of the Principal.
- To build strong and effective partnerships with parents and the local community to promote the school's positive ethos and the school's core values.

ACCOUNTABILITY:

- Report directly to and support the Senior Vice Principal.
- Report to the SENCO on the quality of learning and teaching for students with a SEND.
- Line manage the Heads of Faculty and Teaching Staff as directed.

JOB DESCRIPTION

- To work with the Senior Vice Principal to lead and oversee the development of elements of the Trust Strategic Improvement Framework and Trust KPI's as detailed in the school development plan.

STRATEGIC OVERSIGHT

LEADING TEACHING AND LEARNING ACROSS THE SCHOOL:

- Lead improvements of the quality of teaching and learning.
- Work in partnership with the SENCO to ensure outstanding learning and teaching for students with a SEND.
- Work in partnership with the Senior Vice Principal and Director of Progress to develop a connected, project based approach to learning at KS3.
- Work in partnership with the Senior Vice Principal and Director of Progress to ensure all skills developed are applied and are linked to purposeful learning episodes that are relevant to the students.
- Ensure the accurate monitoring of teaching and learning standards within the school.
- To lead and chair the Teaching and Learning group to disseminate practice and key aspects of the Trust's pedagogy.
- Ensure Subject Leaders rigorously track the quality of teaching and learning within their subject areas.
- Present a coherent and accurate account of teaching to a range of stakeholders.
- Ensure Quality Assurance systems in the school are followed assiduously.
- Produce and implement clear evidence-based improvement plans and policies to develop the school.
- Ensure the accurate monitoring of teaching and learning standards within the school.
- Ensure Subject Leaders rigorously track the quality of teaching and learning within their subject areas.
- Be proactive and passionate about keeping the school up-to-date with the latest research to develop Teaching and Learning.
- To be responsible for the administration of any delegated budget associated with the post. Management of Teaching and Learning.
- To support implementation of policies aimed at raising standards of teaching and learning, particularly through raising expectations of both staff and learners.
- Report to the Governing Body as appropriate.

LEADING STAFF:

- Support staff in understanding their own accountability.
- Ensure that staff are appropriately held to account and that student progress is not hampered by inadequate teaching.
- Monitor and evaluate classroom practice.

JOB DESCRIPTION

- Challenge underperformance at all levels, securing corrective action, follow up and support.
- Take responsibility for the appraisal of identified staff.
- Implement strategies and initiatives to share practice, developing confidence and skills of staff working in the classroom.
- Assist with the development and delivery of training and support for staff in the areas of Teaching and Learning.
- Ensure staff receive an excellent induction programme including ITT, NQT and RQTs.

DEVELOPING STUDENTS LEARNING SKILLS:

- Support the development of learning that develops young people's intrinsic creativity in thinking, problem-solving, enquiry, collaborative learning and other higher order thinking skills.
- Promote the active involvement of students in their own learning.
- Ensure that parents/carers and other stakeholders have a clear understanding of the skills and knowledge that students need and effective revision strategies.

LEADING SPECIFIC PROGRAMMES:

- Support the Heads of Faculty as directed to create a strategic plan for the development of the curriculum at all Key Stages.
- Take the lead on the Reciprocal Reading Programme.
- Oversee the whole school literacy and numeracy programmes.
- Promote and oversee the use of modern technologies to enhance and extend students' learning.
- Ensure programmes are monitored and measured for impact.

MONITORING AND EVALUATION:

- Maintain up-to-date triangulated data of teaching standards for all cohorts, including SEND.
- Work with the Vice Principals to ensure that all areas of the SEF relating to Teaching and Learning are up-to-date, accurate and wholly analytical in identifying strengths and areas to improve for all cohorts, including SEND.
- Provide summative reports on Teaching and Learning to SLT, Governors and other audiences as appropriate.
- In partnership with the SENCO and Director of Progress, monitor, evaluate and review the learning and teaching of students with a SEND.

JOB DESCRIPTION

GENERAL RESPONSIBILITIES:

In addition to the specific responsibilities detailed above, the following general responsibilities apply:-

- Comply with all Free 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 Health and Safety of yourself and that of others.
- Commit to ensuring 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:

- In common with all employees this role includes responsibility for promoting and ensuring the safeguarding and welfare of children and young persons with whom you come into contact with.
- 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 OIAMFS's Designated Safeguarding Lead or Deputy Lead.

Person Specification

ATTITUDES

Aspect	Assessed by	Essential / Desirable
A good understanding of and commitment to the mission and vision of One In A Million	Interview & Application	E
Able to demonstrate how the values of One In A Million have been expressed in your life and work	Interview & Application	E
Clear understanding of compassion and how it is worked out in life	Interview & Application	E
Demonstrate honesty in dealing with colleagues and others	Interview & Application	E
Show how integrity is central to your life and why it is crucial	Interview & Application	E
Demonstrate excellence in all facets of work	Interview & Application	E
A clear understanding of vision and values, specifically as they relate to One In A Million, ensuring the Free School remains true to its aims, vision and mission	Application & Interview	E
Leads by example in modelling compassion, honesty, integrity and excellence as a champion and ambassador for OIAM	Application & Interview	E
A clear understanding of a senior leaders accountability towards vision and values, specifically as they relate to the One In A Million Governance structure, ensuring the Free School remains true to its aims, vision and mission.	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
Absolute commitment to inclusion	Application & Interview	E
A genuine passion for education, coupled with the ability and enthusiasm, to see every student fulfil their potential	Application & Interview	E
A pioneering and growth mindset in order to support our Trust as we grow into a multi academy trust	Application & Interview	E
A commitment to the importance of community involvement in enhancing the learning opportunities for all students.	Application & Interview	E
Treats everyone with respect and dignity and shows commitment to Equality and Diversity and its effective implementation	Application & Interview	E

ATTITUDES (continued)

Committed to Continuing Professional Development both personally and for colleagues	Application & Interview	E
Committed to collaborative learning and partnerships	Application & Interview	E

KNOWLEDGE & QUALIFICATIONS

Aspect	Assessed by	Essential / Desirable
Honours degree or equivalent	Application & qualification certificates	E
Qualified teacher status	Application & qualification certificates	E
NPQSL or willingness to work towards	Application & qualification certificates	E
Evidence of continuous professional development relevant to the role.	Application & Interview	E
Knowledge of all legal and statutory obligations for Free Schools and/or Academies	Application	D

LEADERSHIP EXPERIENCE & QUALITIES

Aspect	Assessed by	Essential / Desirable
Recent experience as a Head of Faculty/Assistant Principal/Head of Department in a good or outstanding school, with demonstrable high quality leadership within the 11-18 phase	Application	E
Proven track record of raising the standards of teaching, learning and achievement at Key Stages 3 and 4	Application & Interview	E
Evidence of implementing a vision and strategic plan across the whole school, identifying priorities, quality assuring processes and evaluating the impact	Application & Interview	E

LEADERSHIP EXPERIENCE & QUALITIES (continued)

Business acumen to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements, staff/talent development and the school's sustainability	Application & Interview	E
Proven track record of successful strategic leadership to create an inclusive institution, with a commitment to diversity, inclusivity and equality of opportunity	Application & Interview	D
Proven track record of successfully developing and leading creative and innovative whole school curriculum initiatives, using the latest technologies to support learning	Application & Interview	D
Experience of successfully establishing links with local community partners to enhance learning opportunities for all students	Application & Interview	D
Significant experience of working effectively with parent/carers to support and remove barriers to the learning of students and their families, and being their champion	Application & Interview	D
Evidence of an excellent track record as an effective innovator of education	Application & Interview	E
Experience of generating creative ideas for integrating learning across sports, arts and enterprise	Application & Interview	D

SKILLS & EXPERIENCE

Aspect	Assessed by	Essential / Desirable
Ability to lead a team and support and challenge colleagues	Application & Interview	E
Ability to inspire both students and colleagues	Application & Interview	E
Minimum of 3 years teaching experience, within 11-16 age range	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	D
Experience of developing curriculum initiatives using the latest technologies to support learning	Application & Interview	D

SKILLS & EXPERIENCE (continued)

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
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	Application & Interview	E

READ ALL ABOUT IT!

There's so much **MORE** exciting news and information still to **discover about us**. To read further, simply go to the camera on your smart phone, hover over the QR code and follow the link it generates!

SCAN ME

with your smart phone camera to view our latest **Ofsted Report**, which reads **GOOD!**



SCAN ME

with your smart phone camera to view our quarterly **Celebrate magazine**



SCAN ME

with your smart phone camera to read our **School Prospectus**



SCAN ME

with your smart phone camera to read and watch videos from **Stars Awards 2018**



SCAN ME

with your smart phone camera to **view our website** and read about all that we do!



We look forward to receiving your application prior to the closing date.

Visit **YouTube** and search '**One In A Million Bradford**' to watch our informative videos



CONTACT US by post, telephone or email. Our details:
A: One In A Million Free School, Cliffe Terrace, Bradford, BD8 7DX
T: 01274 723439 E: school@oneinamillion.org.uk

 www.oiam.org/freeschool/