



Director of Teaching & Learning

RECRUITMENT PACK

WHERE
Values Live



ENJOYING TODAY, PREPARING FOR TOMORROW

Welcome

I am delighted that you are interested in joining us.

At One In A Million Free School, we try and make sure that we do things a little bit differently. Even though we are standard secondary school, we are small school with only 375 students and that's because **we believe that every child matters**. With only 375 students, there is no way that our children will ever be just a statistic. We pride ourselves on knowing them, their families and their communities and contributing to the **best educational opportunities** that we can deliver. We are **small by design** because that allows us to make sure that our class sizes are never more than 26 even though we are oversubscribed in every single year group.

As a school we put a huge amount of importance on the values that we follow our four core values of **compassion, honesty, integrity** and **excellence**, underpin everything we do, not only with our students but also with each other. If you look at our staff voice, you'll see the phrases such as "**My colleagues care and support me**", and, "my colleagues make work a happier and more comfortable place to be" with motivation and relationships with staff, some of our highest scoring areas. This is because we really do believe that we are a small community school and **we need to look out for each other** in order to do the best we can in our roles.

We believe that **individualism is the best approach** to teaching and learning. Our teachers and heads of department retain absolute autonomy over how they deliver the content they want to our students. We believe

in **creativity and innovation** and trying to maximise the opportunities for students to get outside of the classroom where ever possible as well as **making lessons engaging** and **dynamic** within. At One In A Million, you will always be encouraged to take a risk if it maximises the chances of our students doing well.

Another element we are very proud of here at One In A Million is our **commitment to enrichment** opportunities for students. We believe that schools need to be a place that nourish all aspects of a students life rather than simply prepare them for examinations. So we make sure that every student across all year groups has a full range of activities that they can opt to **try** and **engage** in. Whether it's mixed martial arts to mindfulness, basketball to bikeability, our students have a really interesting and varied range of subjects and opportunities that they can get involved in.

Mr Rees, Principal



W H E R E V A L U E S L I V E : C O M P A S S I O N H O N E S T Y I N T E G R I T Y E X C E L L E N C E

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.

It's in the Detail

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 move to 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.
- 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.



Job Description

JOB TITLE:	Director of Teaching & Learning/Assistant Head
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
POST:	Director of Teaching & Learning / Assistant Principal
Salary:	L4 to L10 dependant on experience
Start Date:	September 2021 or earlier if available
	See website for interview date

MAIN PURPOSES OF THE JOB:

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.

LEAD STRATEGICALLY

You will:

- 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 modelling 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.
- 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.
- 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.

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.

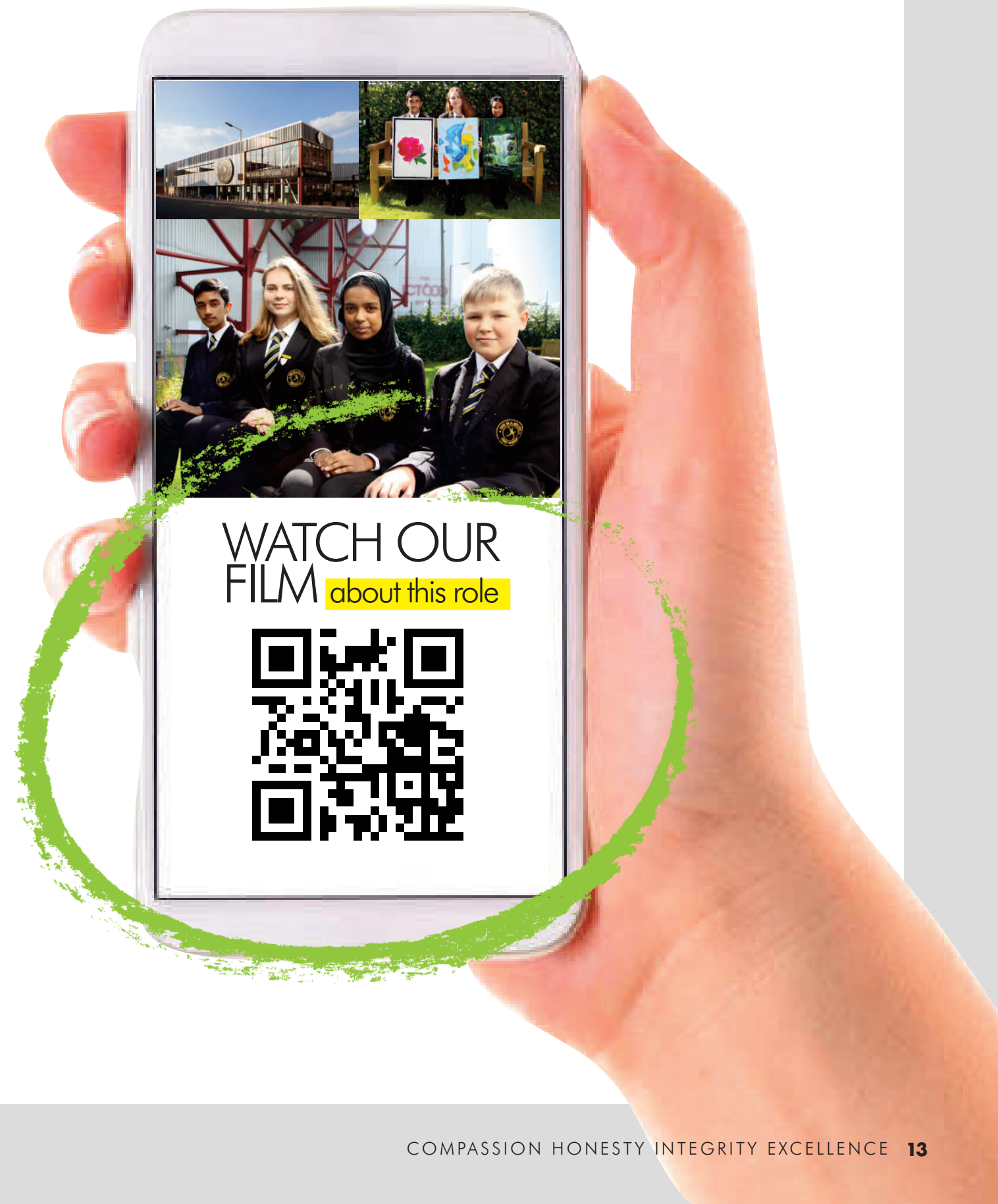
SAFEGUARDING:

- 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.

To learn more about the role visit <http://oiam.org/leadership-vacancy-director-of-teaching-learning-assistant-headteacher/> where you can see Principal, Stuart Rees, talking about the role. You'll also find lots of other inspiring information as well as the request button for the **application form**.

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

Visit our website to learn more about One In A Million and request an application pack at www.oiam.org



Person Specification

ATTITUDES

Aspect	Assessed by Interview (I) & Application (A)	Essential (E) Desirable (D)
A good understanding of and commitment to the mission and vision of One In A Million	A & I	E
Able to demonstrate how the values of One In A Million have been expressed in your life and work	A & I	E
Clear understanding of compassion and how it is worked out in life	A & I	E
Demonstrate honesty in dealing with colleagues and others	A & I	E
Show how integrity is central to your life and why it is crucial	A & I	E
Demonstrate excellence in all facets of work	A & I	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	A & I	E
Leads by example in modelling compassion, honesty, integrity and excellence as a champion and ambassador for OIAM	A & I	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.	A & I	E
Committed to using a variety of learning environments and resources, including technologies, as appropriate, to maximise learning and progress	A & I	E
Absolute commitment to inclusion	A & I	E
A genuine passion for education, coupled with the ability and enthusiasm, to see every student fulfil their potential	A & I	E
A pioneering and growth mindset in order to support our Trust as we grow into a multi academy trust	A & I	E
A commitment to the importance of community involvement in enhancing the learning opportunities for all students.	A & I	E
Treats everyone with respect and dignity and shows commitment to Equality and Diversity and its effective implementation	A & I	E
Committed to Continuing Professional Development both personally and for colleagues	A & I	E
Committed to collaborative learning and partnerships	A & I	E

KNOWLEDGE & QUALIFICATIONS

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

LEADERSHIP EXPERIENCE & QUALITIES

Aspect	Assessed by Interview (I) & Application (A)	Essential (E) Desirable (D)
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	A	E
Proven track record of raising the standards of teaching, learning and achievement at Key Stages 3 and 4	A & I	E
Evidence of implementing a vision and strategic plan across the whole school, identifying priorities, quality assuring processes and evaluating the impact	A & I	E
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	A & I	E
Proven track record of successful strategic leadership to create an inclusive institution, with a commitment to diversity, inclusivity and equality of opportunity	A & I	D
Proven track record of successfully developing and leading creative and innovative whole school curriculum initiatives, using the latest technologies to support learning	A & I	D
Experience of successfully establishing links with local community partners to enhance learning opportunities for all students	A & I	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	A & I	D

LEADERSHIP EXPERIENCE & QUALITIES (continued)

Evidence of an excellent track record as an effective innovator of education	A & I	E
Experience of generating creative ideas for integrating learning across sports, arts and enterprise	A & I	D

SKILLS & EXPERIENCE

Aspect	Assessed by Interview (I) & Application (A)	Essential (E) Desirable (D)
Ability to lead a team and support and challenge colleagues	A & I	E
Ability to inspire both students and colleagues	A & I	E
Minimum of 3 years teaching experience, within 11-16 age range	A & I	E
Ability to analyse and report data	A & I	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	A & I	D
Experience of developing curriculum initiatives using the latest technologies to support learning	A & I	D
Provide a safe environment to ensure the physical and psychological safety of the students	A & I	E
A commitment to the holistic development of students – specifically the character development of students	A & I	D
A willingness to contribute to the enrichment activities of OIAMFS and the community work that is at the heart of OIAM.	A & I	E
Evidence of delivering learning other than your ‘first’ subject – a range of subjects.	A & I	D
Evidence of a track record as an effective innovator of education	A & I	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	A & I	E
Ability to make sound decisions, identify and solve problems and seize opportunities	A & I	E
Well-developed interpersonal and communication skills (including written, oral and presentation skills)	A & I	E

SKILLS & EXPERIENCE (continued)

Ability to make sound decisions, identify and solve problems and seize opportunities	A & I	E
Well-developed interpersonal and communication skills (including written, oral and presentation skills)	A & I	E
Ability to manage change, and lead innovations, showing flexibility, adaptability and resilience	A & I	E
Ability to delegate appropriately and hold others accountable while at the same time accepting personal accountability	A & I	E
Positive disposition towards inclusion of all students including those with learning difficulties in mainstream learning and education	A & I	E
Able to build strong relationships with key people in relevant organisations	A & I	E



REQUEST YOUR APPLICATION FORM

by clicking anywhere
on this page or email

recruitment@oneinamillion.co.uk



Staff Pulse



I started at One In A Million Free School in September 2015 on a two-year Business Admin Apprenticeship. Over 5 years later, I am now the Attendance Manager and Data & Exams Officer. One In A Million has given me the opportunity to develop my career into a role which I find rewarding everyday. Working in a school full of dedicated staff and students who are constantly striving for excellence is something that I am proud to be a part of!

Liam Brennan, Attendance Manager/Data & Exams Officer

At One In A Million we are a family, we have a very supportive and understanding team.

Sharee Tingle, Cover Supervisor/Co-ordinator

I can't thank OIAM enough for their dedication and support in helping me through my career journey. From Volunteering one day a week, to becoming a Learning Support Assistant and now being a Pastoral Leader and Deputy Safeguarding Lead, it's safe to say that OIAM have given me life changing opportunities and continue to believe in me and my ambitions.

Katy Woodcock, Pastoral Head of Year / Deputy DSL

Coming to work everyday is easier when you work with the loveliest colleagues.

Sophia Kadir, Learning Support Assistant

Being a small school, this gives it a real sense of community and you get to know both the staff and students really well. The staff are a real strength, they really believe in the well-being and development of all students. They are caring, helpful and supportive, and always go above and beyond.

Nick White, PE/Geography Teacher

From the moment I saw the job advertisement, I knew I wanted to work at the school. Then following my interview, I couldn't imagine myself working anywhere else.

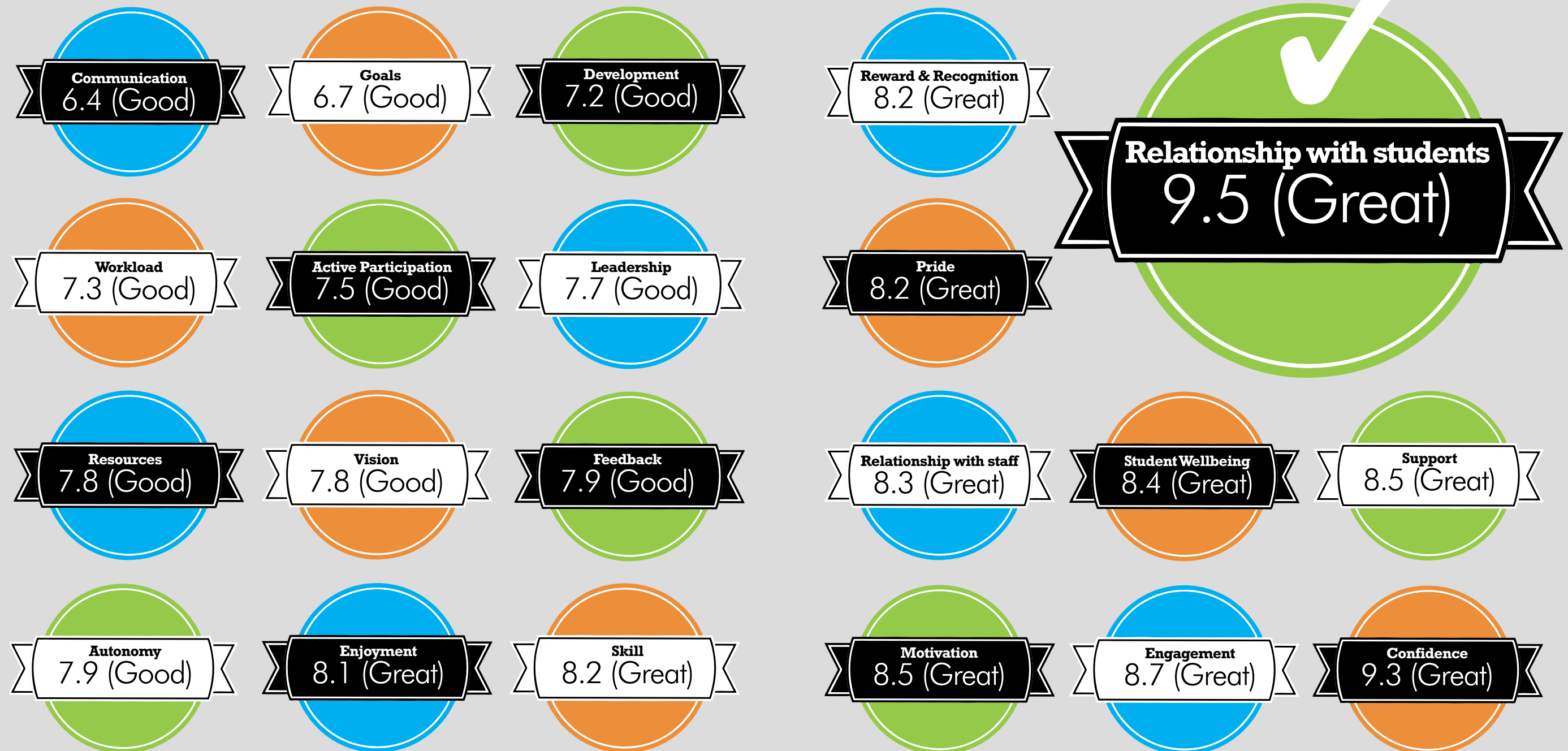
Lindsey Cowgill, Office Manager & PA to Principal

I started at OIAM as a part time sports coach delivering PE for the school and alternative provision. I was then given the opportunity within the school PE department as a full time unqualified PE teacher. OIAM then supported me through my teacher training and within 3 years of my start at OIAM I was a fully qualified PE teacher. 8 years later I am now Head of PE and also oversee our whole school house system. Through the values and vision OIAM have supported me throughout.

Charlotte Stuart Head of PE

STAFF PULSE

OIAMFS has signed up to the TES Staff Pulse service. This service automatically emails staff a series of short questionnaires every two weeks. Staff receive different questions and questions are randomised. The service then collates all the answers to provide a cohesive on-going sense of how staff view 21 key aspects of the school, with each section ranked out of 10 and then compared against a National Average.



Student Voice 8'''

"It's a very accepting school. They accept students no matter where they have come from. The Teachers are very understanding. They treat you very nice. I enjoy being at One In A Million because they have lots of activities".

Vinny, Year 8

"It's an awesome school because every Teacher take cares of you in every way and they have good people here".

Rahat, Year 7

"It's a caring school with caring Teachers and they have friendly people".

Fawziah, Year 7

"I prefer One In A Million because there are good teachers and good people in this society. I've learnt many things from Year 7 until now in Year 9. If I didn't come to One In A Million, I don't think that I would've had a clue about what I want to do when I get older. I want to become a teacher or a football player".

Hamad, Year 9

"The lessons are fun. The school is small so you get to know everyone. The school has good equipment and staff. Even if the lessons are a bad subject, the Teachers know how to make it enjoyable".

Nathan, Year 8

"It's a very good school. They look after people. They have good people in the school and school is very nice".

Amaan, Year 7

Online films

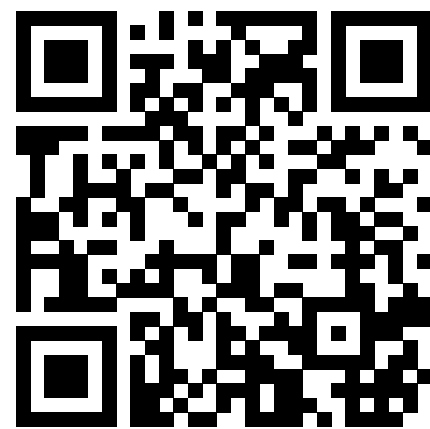
CLICK
TO VIEW OUR
OIAM
WEBSITE

Find examples of just some of the promotional films we have created to tell our story and its impact.

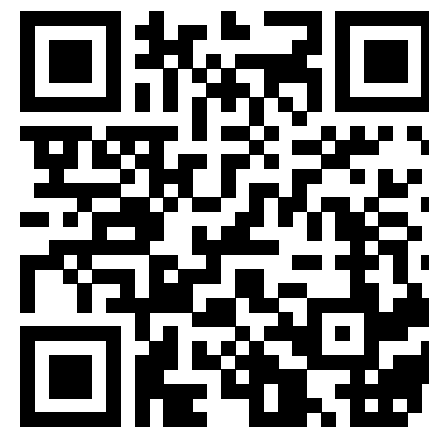
- **Scan** the QR code with your smartphone camera.
- **Click** on the URL that appears.



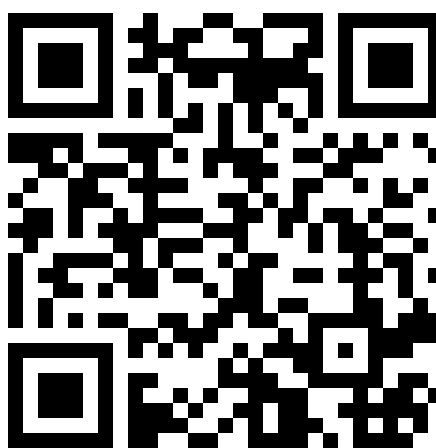
Resilience Is =



FS Virtual Open Day



Join Us - Recruitment



Anaayah's Story



Ibrahim's Story



Director of T&L



REQUEST YOUR APPLICATION FORM

by clicking anywhere
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recruitment@oneinamillion.co.uk



Contact

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Twitter: @OneinaMillion_

Facebook: [oneinamillionbradford](https://www.facebook.com/oneinamillionbradford)

Website: oiam.org

