



**BRADFORD
AP ACADEMY**

Class Teacher with SEND

Introduction, job description & person specification

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May 2023

www.bradfordapacademy.co.uk

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Introducing Bradford Alternative Provision Academy

Bradford Alternative Provision Academy (BAPA) takes referrals for secondary aged young people who live in Bradford and have been permanently excluded from school. BAPA comprises of three sites, Aireview in Saltaire ; Jesse Street at Fairweather Green, off Thornton Road, Bradford and our recently opened Home Engagement site based at The Bungalow within Holybrook Primary School site in the Greengates area of Bradford. The sites work closely together to offer the best service for young people, families and schools. In addition, a number of student access provision away from our sites at other alternative provision settings in the local area.

BAPA is committed to providing a safe, caring and stimulating environments for all pupils. This allows our young people to re-engage with learning and either return to mainstream schooling or successfully move to a more specialist setting. During this time, the learning needs of each individual pupil are accurately assessed to support personalisation of learning. A structured curriculum is delivered through high quality teaching, with specific attention being given to the social, emotional and mental health needs of learners and any underlying special needs.


In real terms, BAPA offers pupils a fresh start in a new environment, away from the influence of peers and experiences that have previously impacted on their ability to succeed. BAPA creates a highly structured and calm environment where highly skilled staff have a unified child centred approach that sets high standards and constantly works towards achieving them.

Mission Statement

Our Mission Statement reflects our values and ethos

Bradford AP Academy provides a safe, secure and inclusive learning environment for all young people referred following permanent exclusion from school. It engages all learners to gain knowledge, skills and attitudes that support progress in education and society in order to improve life chances.

Further information regarding Bradford AP Academy can be found by visiting our website www.bradfordapacademy.co.uk



Safeguarding Statement

Bradford AP Academy & Exceed Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Candidates will be subject to related online content checks, in line with Keeping Children Safe in Education 2022. All appointments are subject to an enhanced DBS check as well as successful completion of a probationary period.

Fluency Duty

In line with the Immigration Act 2016; the Government has created a duty to ensure that 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 Intermediate Threshold Level.

The post holder should demonstrate they can express themselves fluently and spontaneously with minimal effort. Only the requirement to explain difficult concepts may hinder a smooth, natural flow of language.



Class Teacher with SEND

Dear Candidate,

Thank you for showing an interest in coming to join the team at Bradford AP Academy (BAPA). At BAPA we are committed to making a difference for the young people who are given the opportunity to benefit from our successful and well-resourced AP Academy.

The opportunity has arisen to recruit a full-time class teacher. The post is to start as soon as possible and is likely to be based at the Aireview site, however, it may be based at our other sites at Jesse Street or the Bungalow at Holybrook. The role will involve general classroom teaching.

The successful candidate will join a very successful and supportive staff team. Our success is a result of hard work and commitment from all staff. Equally importantly however, is the collegiate and supportive manner in which we have gone about our improvement journey. Staff feel proud of the difference that we are making, because they all own a part of it.

We are looking for someone to join our hard working committed team. If you feel you can add to our outstanding offer we would love to meet you.

The deadline for applications is at 9am on Monday 22nd May. Shortlisting will take place following this and interviews will be held on Thursday 25th May. Any candidates who wish to find out more about BAPA and the role are welcomed to contact us before they attend their interview. In addition, I would recommend that candidates view our website on <https://www.bradfordapacademy.co.uk>

If you feel that you could make a positive contribution at BAPA, please take some time to apply for the post and make a difference!

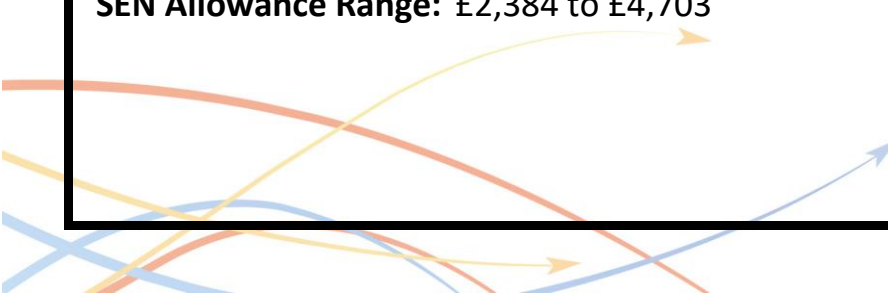
Good luck,



Richard Bottomley
Head Teacher

Annual Salary

Teacher Scale: UPS with SEND
Annual Salary Range: £40,625 to £43,684
SEN Allowance Range: £2,384 to £4,703



Job Description

Post Title: UPS ClassTeacher with SEND Allowance

Reporting to: Head of Centre

BAPA and Exceed Academies Trust are committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

GENERIC INTRODUCTION:

The following information is furnished to assist staff joining Bradford AP Academy (part of Exceed Academies Trust) to understand and appreciate the work content of their post and the role they are to play in the organisation.

The following points should be noted:

1. Whilst every endeavour has been made to outline the main duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore may have been used below, in which case all the usual associated routines are naturally included in the job profile.
2. Employees should not refuse to undertake work, which is not specified on this form, but they should record any additional duties they are required to perform and these will be taken into account when the post is reviewed.
3. Exceed Academies Trust is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment and access to the Trust's Services.
4. Exceed Academies Trust is committed, where possible to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Key Purpose of Post:

To undertake the duties outlined in the conditions of employment as described in the current School Teacher's Pay and Conditions document. These duties will be undertaken to support the ethos, policies mission statement of BAPA.

To support the Headteacher in making excellent provision for pupils who attend BAPA. This will include a curriculum that meets their identified needs and the requirements of legislation and local policy.

1. Teaching

- 1.1 Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the BAPA's plans, curriculum and schemes of work to achieve target levels of pupil attainment, progress and outcomes.
- 1.2 Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- 1.3 Set and mark work to be carried out by pupils in BAPA.
- 1.4 Participate in arrangements for preparing pupils for a successful exit from BAPA.

2. Whole BAPA organisation, strategy and development

- 2.1 Contribute to the development, implementation and evaluation of the BAPA's policies, practices and procedures in such a way as to support the BAPA's values and vision.
- 2.2 Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- 2.3 Supervise and, so far as practical, teach any pupils where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

3. Health, safety and discipline

- 3.1 Promote the safety and well-being of pupils in accordance with the BAPA's Child Protection, and other relevant policies.
- 3.2 Maintain good order and discipline among pupils in accordance with the BAPA Positive Behaviour policy.
- 3.3 Use experience and skills to impact positively on pupils' ability to manage their behaviour effectively to facilitate for successful inclusion within education.

4. Management of staff and resources

- 4.1 Direct and supervise support staff assigned to you and, where appropriate, other teachers.
- 4.2 Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- 4.3 Deploy resources delegated to you in accordance with BAPA policies.

5. Professional development

- 5.1 Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- 5.2 Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

6. Communication

- 6.1 Communicate with pupils, parents, carers, schools and outside agencies in accordance with BAPA ethos, policies and practice.

7. Working with colleagues and other relevant professionals

- 7.1 Collaborate and work with colleagues and other relevant professionals within and beyond BAPA.
- 7.2 Participate in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in BAPA, which require you to exercise your professional skills and judgment.

8. Fulfil wider professional responsibilities

- 8.1 Make a positive contribution to the wider life and ethos of BAPA.

9. Environmental Demands/Working Conditions

- 9.1 Will have long periods of sitting or standing.
- 9.2 Available to work during school hours during term time and a willingness to be flexible as may be required to attend staff meetings/training sessions outside of usual hours.
- 9.3 Will have contact with members of the public/other professionals e.g. teaching staff, governors, parents/carers, community groups, local education authority, external providers etc.
- 9.4 The post holder may occasionally be subjected to antisocial behaviour from members of the public/parents/site users.

- 9.5 This post may include a degree of physical intervention or manual lifting and handling. You are expected to be aware of health and safety policies and procedures and frequently assess your ability to carry out the tasks required of you.
- 9.6 Report all concerns to an appropriate person.

10. Fluency Duty

- 10.1 In line with the Immigration Act 2016; the Government has created a duty to ensure that 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

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.

11. Special Conditions of Service

- 11.1 No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (An enhanced DBS check is required).

12. Other considerations

- 12.1 To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Child Protection Co-ordinator or the Headteacher.
- 12.2 To act in accordance with the Data Protection Act and maintain confidentiality at all times. e.g. access to staff/student/parent and carers files.
- 12.3 Accept and commit to the principles underlying the Schools Equal Rights policies and practices.
- 12.4 Can perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act.
- 12.5 Must be legally entitled to work in the UK.

13. Upper Pay Range Accountabilities

- 13.1 Contribute significantly, where appropriate, to implementing workplace policies and practice and promote collective responsibility for their implementation.
- 13.2 Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential. Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas you teach.
- 13.3 Have up-to-date knowledge and understanding of recent educational initiatives and their suitability for meeting learners' needs.
- 13.4 Have a more developed knowledge and understanding of your subjects/curriculum areas and related pedagogy including how learning progresses within young people, than a Main Pay Range teacher.
- 13.5 Have sufficient depth of knowledge and experience to be able to give advice to colleagues on the development and well-being of children and young people.
- 13.6 Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the

needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.

- 13.7 Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice

14. Additional Accountabilities for the Maximum of the Upper Pay Range

In addition to the requirements of a Main Pay Range teacher and an Upper Pay Range teacher, teachers paid at the maximum of the Upper Pay Range are required to ensure that they:

- 14.1 Play a critical role in the life of BAPA.
- 14.2 Provide a role model for teaching and learning.
- 14.3 Make a distinctive contribution to the raising of pupil standards.
- 14.4 Contribute effectively to the work of the wider team.
- 14.5 Take responsibility for a whole BAPA initiative.
- 14.6 Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

OFFICE USE

Compiled by:	R Bottomley	Date of Issue:	May 2023
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ONLY:

This job description and related documents provide the standards and framework for Performance Management Objectives for an Upper Pay Scale teacher which will be set under BAPA's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be Specific, Measurable, Achievable, Realistic and Time-bound (SMART) and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the BAPA Improvement Plan.

Note

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of BAPA and may change, either as your contract changes or, as the organisation of BAPA is changed. Nothing will be changed without consultation. This document must not be altered once it has been signed but will be reviewed annually.



Signed by Richard Bottomley, Headteacher

Date: May 2023



PERSONNEL SPECIFICATION: UPS TEACHER WITH SEND

	ESSENTIAL	DESIRABLE
Experience:	<ul style="list-style-type: none"> • Proven record of success as an outstanding Teacher • An understanding and demonstration of barriers to learning and how those may be overcome • Experience of managing student performance and intervention strategies to raise performance • Previous teaching within a school or PRU environment • Experience of safeguarding and additional educational needs • Experience of working alongside employer partners to achieve learning objectives • Experience of supporting colleagues to improve standards • Provide evidence of having previously spoken fluently to customers at an Advanced Threshold Level 	<ul style="list-style-type: none"> • Experience of leading a subject or aspect of educational provision • Experience of teaching Maths or Science • Experience of working with young people who display SEMH • Experience of delivering high impact intervention to groups of disadvantaged children • Experience of leading initiatives that have a positive impact for young people
Qualifications/ Training:	<ul style="list-style-type: none"> • Degree or equivalent. • Qualified Teacher Status • Professional qualification or relevant experience 	<ul style="list-style-type: none"> • Evidence of continual professional development e.g. MA, Postgraduate studies, Advanced Diploma
Knowledge/Skills:	<ul style="list-style-type: none"> • Ability to communicate effectively with a range of internal and external stakeholders • Able to engage learners in a variety of ways • Able to evaluate own teaching with regards to pupils' learning and progress • Able to demonstrate a knowledge of planning, curriculum and assessment procedures • Excellent literacy, numeracy and IT skill • In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Advanced Threshold Level. 	<ul style="list-style-type: none"> • Willingness to be involved in extra-curricular activities • Able to evaluate the performance of colleagues to support their professional development • Able to use coaching and mentoring skills to support professional development of colleagues.



Application Process

Visits to Bradford AP Academy can be arranged by contacting Nicola Frear, Operations Manager, on 01274 497986.

If you wish to apply for this role, please complete the Exceed Academies Trust Application Form available from the school website

Completed applications should be submitted to

nicola.frear@bradfordapacademy.co.uk

Closing date for applications: Monday 22nd June 2023 @ 9:00am

Interviews: Thursday 25th June 2023

Successful applicants will be invited to a formal interview

Please note we do not accept CVs.

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