



BDMAT
Birmingham Diocesan
Multi-Academy Trust

Teacher Candidate pack

A unique opportunity for outstanding teachers to work within a dynamic and highly effective Christian trust

Opportunities across the West Midlands





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Welcome message from the CEO

Thank you very much for requesting the details for teacher vacancies across the family of BDMAT schools. We are looking to recruit a number of new staff for September following promotions and internal moves.



From September 2021 we will have eighteen schools across the West Midlands and as one of the largest multi-academy trusts in the area, we currently serve pupils in three different local authorities: Birmingham, Warwickshire and Solihull. Further on in this pack you will find a list of the schools in our trust.

We are looking for enthusiastic and inspiring teachers to lead our pupils in their learning. We are seeking to appoint teachers who fully understand the Christian distinctiveness of Church of England schools and will actively support and promote our Christian ethos in every aspect of school life; this does not mean you have to be a Christian yourself – we ask though that you support and promote our Christian heritage with our pupils.

We believe that success is found in who you are as well as what you do, and at all of our schools we aim to provide an outstanding education, supported by excellent pastoral care and high standards of behaviour, set within a distinctive Christian ethos. We want to equip our pupils with academic achievement, experiences and personal attributes to enable them to succeed in the next stage of their education.

I hope the following pages will give you insight into our vision and ambition for the work of the Trust as well as practical details about the posts.

Christopher Mansell
Chief Executive Officer





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The posts:

For September 2021 we will be recruiting to all our schools centrally, through a 'pool' system. We are looking to appoint both newly qualified, recently qualified and experienced teachers. Our schools operate within three local hubs: Warwickshire, Central Birmingham; and South Birmingham and Solihull (for details of the schools in each hub, please see the section 'Information about our schools'). Candidates should state on their application form their preference for the hub(s) that they would like to work in.

If you are successful at the interview stage, we will guarantee you a teaching job in one of our schools from September 2021! Before the end of the summer term you will be informed of which school you will be allocated to – giving you time to meet staff and start to plan for an exciting career in BDMAT from September.

At this point we are looking to appoint both full-time and part-time teachers to cover our vacancies and we are open to applications from NQTs, recently qualified teachers and experienced staff. Your application should state clearly if you wish to work full or part time; if you do wish to work part time please state the number of hours you would like to work and your proposed work pattern in order for us to consider if we are able to meet your requirements.

Before you take-up post we are aiming to put in place a training programme to ensure that you 'hit-the-ground-running' in September. This training will be led by BDMAT staff and focus on delivering high quality teaching. Some of this training will be delivered at the start of the summer holiday, for which you will be paid (if you are currently in paid employment as a teacher you may wish to discuss this with your current employer). We are also proposing a training programme throughout your first year of teaching in BDMAT.

Start date: 1st September 2021

Closing date: 12 noon:19th February 2021





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Interviews are scheduled for 4th, 9th and 10th March 2021 at our head office at 1, Colmore Row in Birmingham. Alternatively, interviews may take place online.

Further details of the trust can be found at <https://bdmatschools.com/>. Application forms for the posts can be downloaded from the BDMAT website; alternatively, prospective applicants can request a form from our central office. Application forms should be returned electronically to jobs@bdmatschools.com or posted to Sheila Benbow, PA to the CEO, 1, Colmore Row, Birmingham. B2 2BJ by 12 noon on 19th February 2021.

BDMAT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

We welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion. BDMAT is a Disability Confident employer and a member of the Stonewall Diversity Champions Programme. BDMAT also has a mentor programme to help staff from BAME backgrounds to develop in their careers.





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Job description: Class teacher in BDMAT

BDMAT is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment. This post is subject to safer recruitment measures, including a DBS check.

Post: Class teacher
Responsible to: Headteacher
Pay: In line with national agreements

Core Purpose

As a Main Pay Range Teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the School and BDMAT's ethos, policies and practices, under the direction of the Headteacher.

Teaching

- Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the School's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Set and mark work to be carried out by the pupil in school and elsewhere.
- Participate in arrangements for preparing pupils for external examinations.

Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the School's policies, practices and procedures in such a way as to support the School and BDMAT's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Supervise and so far as practicable 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).

Health, safety and discipline

- Promote the safety and well-being of pupils in accordance with the School's Child Protection and other relevant policies.
- Maintain good order and discipline among pupils in accordance with the School behaviour policy.





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Management of staff and resources

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

Professional development

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

Communication

- Communicate with pupils, parents and carers in accordance with the School ethos, policies and practice.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the School, including those within other BDMAT schools and the central team.
- Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the School, which require the exercise of your professional skills and judgment.

Fulfil wider professional responsibilities

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

Compliance

- To read and follow the most recent version of Keeping Children Safe in Education (KCSIE).
- To read and follow all the school's Safeguarding policies and other relevant policies.
- To report/cooperate in all matters of safeguarding.
- To know who the Designated Safeguarding Lead (DSL) is for the school.

Accountabilities

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) will be agreed between the successful candidate and their headteacher and recorded.

Undertake such reasonable activities as the Headteacher and Governors may, from time to time, require.





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As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed. The work of all MATs and schools change and develop continuously which in turn, requires employees to adapt and adjust. The functions/responsibilities above should not therefore be regarded as immutable, but may change commensurate with the grading of the post. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation. Any major changes will involve discussion and consultation, which if wished, may involve a Trade Union/Professional Association representative.





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Person specification: Class teacher in BDMAT

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Post: Class teacher
Grade: Main scale
Responsible to: Headteacher

Method of Assessment

A.F. = Application Form; I = Interview; T = Teaching - if appropriate; P = Presentation; R = Reference.

CRITERIA	ESSENTIAL	M.O.A.
Qualifications	<ul style="list-style-type: none"> PGCE, Bachelor of Education or a first degree or higher qualification and a Post Graduate Certificate in Education recognised by the DfE. 	AF
	<ul style="list-style-type: none"> QTS (Qualified Teacher Status) or eligible for QTS status. 	AF
	<ul style="list-style-type: none"> QTS skills test (if applicable) 	AF
Experience & Achievements	<ul style="list-style-type: none"> Evidence of successful teaching experience, either employed or on training 	AF, I, R, T
Knowledge Skills and Aptitude	<ul style="list-style-type: none"> Understanding of the National Curriculum 	AF, T
	<ul style="list-style-type: none"> Ability to teach in a multi-cultural environment and of developing positive links with the local community. 	I
	<ul style="list-style-type: none"> Good skills in developing positive relationships with parents. 	I, R
	<ul style="list-style-type: none"> Understanding of classroom organisation, planning and record keeping 	T, R
	<ul style="list-style-type: none"> Understanding of behaviour management 	T, I, R
	<ul style="list-style-type: none"> Ability to motivate and stimulate pupils to enjoy learning 	AF, T, I, R





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	<ul style="list-style-type: none"> Ability to effectively assess and report on the development. progress and attainment of pupils Ability to teach pupils according to their educational needs 	AF, I, R AF, T, R
Personal Attributes	<ul style="list-style-type: none"> Effective oral and written communication skills (especially grammar) Good team player Effective working relationships with others Good levels of professionalism 	AF, I AF, I, R AF, R AF, T, I, R
Other Job Specific Requirements	<ul style="list-style-type: none"> Commitment to BDMAT's Equal Opportunities Policy and acceptance of responsibility for its practical applications 	AF, I

