



## Recruitment Information Pack



### Teacher of Humanities plus PHSE Lead

**Salary Band MPS/UPS + TLR 2B  
Full Time/ Permanent**

**February 2026 or soonest thereafter**

**Closing date: Thursday 5th February 2026  
Interview Date: Monday 9<sup>th</sup> February 2026**

**Recruitment Information Pack**  
Bradford Forster Academy  
Fenby Avenue, Bradford BD4 8RG

  
**THE CHURCH  
OF ENGLAND**  
Diocese of Leeds

**GROWTH**

**BFA**

**COMMUNITY**

**RESPECT**

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**January 2026**

Dear Colleague

Thank you for taking an interest in joining our staff team here at Bradford Forster Academy. Bradford Forster has an excellent team of staff and this is an exciting time to join us.

Bradford Forster Academy is an 11-16 Church of England secondary Academy and part of the Bradford Diocesan Academies Trust (BDAT), a growing Christian Multi-Academy Trust based in Bradford. The Academy opened on 1 September 2015 and now has approximately 1000 students on roll. Within BDAT there is an exciting opportunity to work across a variety of growing and diverse schools.

Bradford Forster Academy is a student-centered place of learning, fully committed to providing all the students in its care with the highest quality of education. Our goal here at Bradford Forster Academy is to provide the best education possible and our strapline underpins all we do: 'Everything is possible for one who believes' (Mark 9:23). The academy serves a multicultural community in which many of our students experience high levels of economic and social disadvantage. As Principal, I am fortunate to work with a talented staff team who demand the highest standards from themselves and our students and deliver this with great commitment and enthusiasm. We believe that valuing all members of staff is how we get the very best out of everyone. Every member of staff has their own part to play in ensuring that our school is a special place to be.

There is a strong emphasis on relationships between staff, students, and parents; the Form Tutor is the first point of contact with the family. The Christian ethos of the academy supports and encourages students and staff to explore their own and other faiths and develop their spiritual awareness. This is integral to life at Bradford Forster Academy.

We offer a comprehensive and personalised CPD (CONTINUED PROFESSIONAL DEVELOPMENT) programme consisting of internal and external courses and training, which are intended to develop staff expertise. We are committed to growing our own, and we know that excellent CPD for all staff will ensure that staff can progress within our own academy.

This is an exciting opportunity for a talented and ambitious professional to make a sustained and substantial contribution to the growth and development of the academy. If you share our enthusiasm for making a difference and would like to visit us, then please get in touch.

I hope the enclosed information is helpful and will encourage you to apply; I look forward to meeting you and reading your application.

With all good wishes

**Mrs Gemma Earles, Principal**

## **Vision and Ethos**

### **'Everything is possible for one who believes' (Mark 9:23)**

The vision for the Academy is to further raise the hopes, aspirations and ambition of our students, their families, and the local community, by generating self-belief, self-esteem, and confidence through:

- Focusing upon high quality teaching and learning, standards of attainment and achievement, the best student care and support to transform the education of the young people served by the Academy.
- Providing outstanding opportunities for young people to develop healthy and active lifestyles, enjoy their learning and achievement, act and behave safely and become well prepared for adult life in a rapidly changing society.
- Actively promoting self and mutual respect, good conduct, and behaviour.
- Developing an educational organisation of which the students, staff and local community are both proud and feel part of and of which they make extended use.
- Creating a culture which celebrates success within and beyond the Academy, for example in securing greater numbers of students progressing to higher education or employment with training.
- Providing opportunities for students to explore their own and other faiths.

We set high standards and have high expectations for both learning and personal development. We strive to set our children on the best path for their future, by instilling self-belief and self-confidence in what they can achieve.

## **Ethos and Culture**

In creating a successful ethos, culture and climate in the Academy, the following are essential characteristics:

1. Student learning, attainment, achievement, and well-being are at the centre of strategic thinking, planning and actions.
2. A 'can do' attitude is actively promoted and prevalent throughout the Academy. Staff work collaboratively in the best interest of the students in our care.
3. Underpinned by high aspirations and ambition for both students and staff, there is an expectation for everyone to be determined and have a desire and commitment to continuously improve.
4. The Academy is an inclusive organisation with shared facilities e.g., dining room, social spaces for students and staff. In addition, there are dedicated staff work and professional development facilities.

The Academy is a faithful community, starting each day with two minutes of reflection time, where students can gather their thoughts before beginning their day. Whilst our student-centred learning is founded on a Christian ethos, Christian values and Christian principles underpin our work, our students are supported to explore their own spirituality and to recognise and understand the beliefs of others.

## **The Humanities Faculty**

The Humanities Faculty comprising Geography, RE, Citizenship and Travel and Tourism. There is a diverse team of staff delivering subjects within the faculty bringing with them a wide variety of experiences, skills and traits that meld together to share one common goal: to support our students to be aspirational, confident, caring young individuals who have the belief, knowledge and life skills to make a positive contribution to BD4, Bradford and beyond.

The faculty employs a wide range of teaching and learning strategies aided by the effective use of prior attainment and assessment data to inform curriculum planning and ensuring that teaching and learning are matched to need. As a faculty we strive to create strong working relationships between staff and students through praise, encouragement and the promotion of a growth mind-set to engage and motivate learners. We are committed to driving progress and attainment to improve the life chances of every student. Belief, Faith and Aspiration are at the heart of all that we do and offer.

Humanities is a well-resourced curriculum area which continually evolves to secure a diverse learning experience for our students that is exciting, enriching, challenging and empowering. We want our students to be immersed in the wonder and diversity of our world both past and present whilst looking ahead to the future.

We have a suite of classrooms which are all fitted with interactive whiteboards and staff also have access to IT rooms and sets of laptops for use in lessons via a booking system. All subject areas within the faculty are fully resourced across both key stages and these resources are shared across all team members.

We require an excellent teacher who is passionate about providing young people with the best possible education whatever their background or ability. This is the ideal time for someone who is willing to learn from others and join a team that is transforming the education and life chances of students at the Academy. This person must have a deep understanding of themselves, but their values and moral purpose must be aligned to those at Bradford Forster Academy.

## **PHSE Lead**

As the Principal I am fortunate to work with a talented staff team who demand the highest standards of teaching and learning and deliver this with dedication and enthusiasm. We need staff with energy and commitment who recognise the potential of our students and are willing to go the extra mile to help them achieve it. There is a strong emphasis on relationships between staff, students, and parents; the Form Tutor is the first point of contact with the family. An excellent PHSE programme enhances the student offer even further and gives students access to different ways of thinking. This is integral to life at Bradford Forster Academy. This role supports this as the family structure of peer support within school and will continue to do so as it develops and becomes an embedded part of the BFA experience.

We offer a comprehensive and personalised CPD programme consisting of internal and external courses and training, which are intended to develop teacher expertise. We place great emphasis on common goals and teamwork, and as an academy we are consistently looking for ways to further 'raise the bar' both for our students and our staff. This is an exciting opportunity for a talented and ambitious professional, already committed to our school, to make a sustained and substantial contribution to the growth and development of the curriculum and the continued improvement of our academy

## Application Process

The closing date for all applications is Thursday 5<sup>th</sup> February at 9.00am

Applications are to be made via our website

<https://bradfordforsteracademy.co.uk/bfa-vacancies/>

**All applications will be acknowledged within 48 hours. Should you fail to receive a confirmation, please call 01274 302400**

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within two weeks of the closing date, please assume your application has been unsuccessful.

### References and Police Checks

All offers of appointment will be subject to receipt of satisfactory references. Specified post, which involves substantial one to one access to children, will be subject to a search of police criminal records and appointment to these posts will be conditional upon confirmation by the police of information provided to us by the applicant.

**All appointments will be subject to an enhanced criminal records check.**

### Inclusion

As a Trust we are an inclusive employer. We welcome applications from candidates of all backgrounds, faith, ethnicities or with any protected characteristics. We are simply looking for the very best candidate for the job and will assess your application only on the information in your written application or your performance at the interview should you be successfully shortlisted.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, sexual orientation, or disability. The person specification sets out the criteria used to assess candidates through the selection process.

## About BDAT

Bradford Forster Academy is an academy within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

### **General Information and Background**

Bradford Diocesan Academies Trust (BDAT) is a Multi- Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford and is part of the Diocese of Leeds. BDAT is a charity, governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust's website at [www.bdat-academies.org](http://www.bdat-academies.org).

### **Our mission statement**

"The Trust's mission is to provide an education of the highest quality within the context of Christian belief and practice." We believe every child only has one chance at a good education.

In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable them to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working. We believe this means we are big enough to achieve business economies of scale whilst being small enough to retain our family of schools approach where we are truly able to know, understand and support each other.

### **Our Christian ethos**

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the academy, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England academies, as well as those within the faith.

### **ICARE (Inclusion, Compassion, Aspiration, Resilience and Excellence)**

At BDAT we have considered the importance, effectiveness, and sustainability of how we tackle issues like racism and other types of discrimination across all areas of our MAT and within each of our schools. We have led a Trust wide consultation to ensure we understand what we mean by inclusion and to look at what we can do differently centred around the Trust values: "**ICARE.**" To download our ICARE consultation documents please [click here](#)

### **BDAT People:** Our Faculty of Professional and Career Development

The BDAT Faculty of Professional and Career Development brings together into a single entity all that we currently do to recruit, develop, and retain our staff. The faculty provides the strategic direction to ensure that our professional and career development supports school improvement and drives our vision of BDAT as an employer of choice.

By bringing all our work in this area under 'one umbrella' it ensures our staff know about BDAT's development offers and how they can be accessed. <https://bdat-people.org/>

## Job Description

<b>Role Profile</b>	<b>Teacher of Humanities plus PHSE Lead</b>
<b>Job Purpose</b>	<b>To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students</b>
<b>Accountabilities (Actions)</b>	<p><b>Classroom Teacher will demonstrate the following:</b></p> <ul style="list-style-type: none"> <li>• Plan, prepare and teach lessons of a high standard in accordance with school policy:</li> <li>• following designated programmes of study;</li> <li>• carrying out the necessary assessment;</li> <li>• using AFL to impact on the attainment of individual students;</li> <li>• providing information/comments for records;</li> <li>• monitoring students in accordance with agreed departmental strategies in order to raise attainment.</li> <li>• Maintain discipline in accordance with school policies and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality, behaviour, homework etc.</li> <li>• Contribute to school improvement through raising attainment of the individual students in each class.</li> <li>• Positively impact on the attainment of each student.</li> <li>• Contribute to the corporate tasks of development, record keeping, monitoring, evaluation of lessons and maintenance of materials.</li> <li>• Work closely with and consult those teachers who are responsible for similar curriculum areas, ensuring continuity and progression for all students.</li> <li>• Assume responsibility for the attendance, behaviour and progress of a form group.</li> <li>• Work closely with and consult the Curriculum Leader.</li> <li>• Engage in continuous professional self-development to improve the quality of student learning.</li> </ul>
<b>Knowledge and Skills</b>	<p><b>Teachers should demonstrate their knowledge and understanding of:</b></p> <ul style="list-style-type: none"> <li>• Preparation of schemes of work and lessons.</li> <li>• Principles and practices of effective teaching and learning.</li> <li>• Knowledge and understanding of subject area(s).</li> <li>• Principles and practices of monitoring/assessment/evaluation.</li> <li>• Principles of raising attainment.</li> </ul>

	<ul style="list-style-type: none"> <li>• The use of assessment for learning to impact on the attainment of individual students.</li> <li>• The application of information and communication technology (ICT) to learning and teaching in subject area(s).</li> </ul>
<b>Personal Qualities</b>	<p><b>Social awareness:</b></p> <ul style="list-style-type: none"> <li>• Empathy</li> <li>• Positive disposition</li> <li>• Organisational awareness</li> <li>• Service orientation</li> </ul> <p><b>Relationship management:</b></p> <ul style="list-style-type: none"> <li>• Developing other Leadership</li> <li>• Change catalyst</li> <li>• Influence</li> <li>• Conflict management</li> <li>• Teamwork and collaboration</li> </ul>

In conjunction with successful applicant, this job description may be renegotiated after the first year.

## Person Specification

### Post Title: Teacher of Humanities plus PHSE Lead

Attributes	Essential	Desirable	Evidence base
Qualifications and Knowledge	<ul style="list-style-type: none"> <li>Qualified teacher status.</li> <li>Degree in a Humanities subject.</li> </ul>	<ul style="list-style-type: none"> <li>Outstanding classroom practitioner and the ability to teach RE at KS3 and KS4.</li> <li>Knowledge of the RE, History, Geography curriculum at KS3 and KS4.</li> </ul>	Application Interview
Experience	<p>Able to clearly demonstrate your own impact on:</p> <ul style="list-style-type: none"> <li>Improving attainment in KS3 and KS4.</li> <li>Leading and developing excellent learning and attainment across a wide age and ability range.</li> <li>Being successful in using a wide range of teaching styles in lessons to make learning more effective.</li> <li>Confident and effective use of AFL practices.</li> <li>Delivery and oversight of GCSE qualifications</li> </ul>	<ul style="list-style-type: none"> <li>Previous experience of exam marking or moderation for any exam board.</li> </ul>	Application References Interview
Special Knowledge	<ul style="list-style-type: none"> <li>Knowledge of GCSE qualifications.</li> <li>Understanding of and vision for the intent of the Humanities curriculum</li> <li>Good level of ICT skills.</li> </ul>	<ul style="list-style-type: none"> <li>Worked as an examiner in a Humanities subject</li> </ul>	Application References Interview

Personal Circumstances	<ul style="list-style-type: none"> <li>Must be legally entitled to work in the UK (Asylum and Immigration Act 1996).</li> <li>Commitment to practice Christian values in a wider school context and the community.</li> <li>Will not require holiday leave during term time.</li> <li>No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/finance.</li> </ul>		Application and sight of appropriate documentation as specified in interview letter
Physical and Sensory	<ul style="list-style-type: none"> <li>Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010.</li> </ul>		Interview and reference
Christian Ethos	Commitment to promoting the Christian ethos, values, and truths in all elements of Academy life and education.		Application form and interview

### **This Personnel Specification**

This personnel specification describes the job requirements on which the short listing and selection decision will be based. To be selected for an interview you must be able to show that you meet all the 'essential' requirements for the post. The very best candidates are most likely to also meet the 'desirable' criteria. To ensure that the short-listing panel can make a proper assessment of your suitability for the post, please ensure that the application shows how you meet the requirements set out in the personnel specification.

**Teacher of Humanities plus PHSE**  
**Full time/ Permanent**  
**Start Date: February 2026 or soonest thereafter**  
**Salary Band MPS/UPS + TLR 2B**

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As a Teacher of Humanities at Bradford Forster Academy, you will inspire students and foster a love for historical inquiry. You will have up-to-date knowledge of teaching up to GCSE level and a proven track record of good or better teaching. We welcome applications from both experienced practitioners and Newly Qualified Teachers (NQTs) who are inspirational, proactive, and eager to contribute to our school improvement journey.

**You should:**

- Be an outstanding and experienced classroom practitioner
- Have a "Good" or better teaching record
- Have strong experience working with children in a secondary setting
- Be inspirational to colleagues and students – sharing best practice
- Have up to date experience and knowledge of teaching up to GCSE.

**In return for your commitment, we can offer:**

- An academy and senior leadership team that will allow you to be inspirational, proactive and play an active part in our school improvement journey to outstanding
- Tailored CPD with a strong commitment on developing individual career paths
- A stimulating, attractive, and welcoming learning environment
- A brand-new purpose-built building with state-of-the-art technology and resources
- An approach which supports and stimulates professional growth

**Closing Date: Thursday 5<sup>th</sup> February 2026 9am**

**Interviews to take place Monday 9<sup>th</sup> February 2026**

For full details, application form with information pack, please visit the

<https://bradfordforsteracademy.co.uk/bfa-vacancies/>

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. All posts are subject to an enhanced criminal records check via the Disclosure and Barring Service (DBS).