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Dear Applicant,

Thank you for your interest in the posts we are advertising for a Class Teacher at St Oswald's Church of England Primary Academy. I would like to take this opportunity to tell you a little about our school. St Oswald's is a two-form entry primary academy, with two-year-old nursery provision. We are part of the Bradford Diocese Academies Trust (BDAT) and serve the community of Great Horton in Bradford, West Yorkshire.

St Oswald's successfully obtained a good outcome during our most recent inspection, and the school is continuing its journey of excellence and is constantly evolving. The Ofsted report highlighted that there is a culture of teamwork within the school and that our broad curriculum experiences contribute well to pupils' high levels of spiritual, moral, social and cultural understanding, which is interwoven through the whole curriculum. We are very lucky to have a team of highly motivated, committed and extremely able professionals. To match this, our children are inquisitive, hard-working and enjoy their learning. A large part of our school ethos is around involving parents with their children's learning, and we want parents to feel welcome and valued in and around our school.

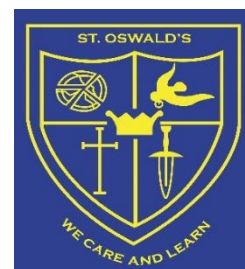
The advertised roles are key to the success of the school, and these posts will provide excellent developmental opportunities to teaching professionals at any point in their career, including Early Career Teachers. We are initially looking for teachers with an interest or specialism in Early Years or Key Stage 1 but we'll be delighted to consider teachers with an interest in any primary phase as we prepare for a new school year in September. We offer fantastic career opportunities across the school and the wider Trust, and these roles are perfect for professionals who enjoy making a difference in busy and vibrant inner-city settings. In return we offer a beautiful setting with a wide range of indoor and outdoor facilities, excellent CPD and a supportive and friendly staff team.

I would strongly recommend that you come to visit us in order to gain insight into the deeply rewarding career that working with our pupils and staff has to offer.

Kind regards,

G Wilson

Gillian Wilson
Headteacher



Main Scale 1 - Salary £31916.00

12- month Fixed term contract

Closing date 30th of June 2026

Start date 1st of September 2026

Are you looking for a new challenge and the opportunity to be part of an evolving and exciting team? Do you want to have the opportunity to be innovative and creative? If so, then this is the job for you!

We are looking for a teacher who would like to join our team in Early Years and make a difference to our friendly and inquisitive children.

We can offer lots of support to the right candidates, and the opportunity to join our vibrant school at an exciting time. We're continually developing our provision to make St Oswald's ever more successful and would love you to join us on our journey.

St Oswald's is a welcoming Church of England Primary School where the appreciation of others is encouraged and attitudes of tolerance, care, concern and self-respect are developed in a happy, safe and secure environment.

Our children are friendly, curious, and keen to learn and our inner-city position means we have a diverse multi-cultural intake. We pride ourselves on our inclusive, values-led approach, which helps our children to shine. This is your chance to make a real difference for a lovely group of children at the start of their time in school. We have excellent facilities for staff and children, including our EYFS outdoor area, beautiful grounds and extensive gardens which mean we can offer Forest Schools opportunities right here on site.

Interested candidates are invited to contact the school and arrange a visit, when we will be happy to show you around and introduce you to our staff team and our lovely children.

We are committed to safeguarding children, and all posts are subject to an enhanced DBS check.



Working with BDAT



Bradford Diocesan Academies Trust recognises that if our schools are to succeed, our teachers and school staff are our most valuable asset. We work hard to be the education employer of choice in Bradford. We do this by:

- Recruiting the highest calibre of teachers who share our aspiration and ambitions for our students to succeed;
- Developing our teams by talent spotting and rewarding our next generation of leaders
- Making sure BDAT is a good place to work so that we retain and grow the expertise of our people.

Our Employee Pledge

We will offer you:

- Work in a values driven, student centred organisation where every child is supported to reach their academic potential and accomplish their individual goals.
www.bdat-academies.org/about-us/bdat-mission-statement/
- The prospect of working for an increasingly successful and growing Trust which is committed to providing high quality education for all of its students.
- A separate career development discussion with a senior leader resulting in a bespoke career development plan in addition to Performance Management.
- Ongoing assistance in developing your 'craft' of teaching.
- Assistance with career progression both within and outside the Trust.
- A competitive employees' benefit scheme.
www.bdat-academies.org/aboutus/employee-benefit-scheme/

We will provide you opportunity to:

- Have a week's placement in one of the BDAT schools within the first two years.
- Work with like-minded subject colleagues from the other trust schools.
- Shadow colleagues both within the school and across BDAT.
- Support the development of teachers new to the profession or to their role.
- Gain the experiences required to meet external leadership qualifications such as Specialist Leadership in Education.

In return we expect you:

To Model:

- The values of BDAT and your school at all times.
- Professional behaviours at all times.

To Be:

- A consistently good teacher on a day to day basis.
- Committed to ongoing professional development.
- A team player and to adopt a 'can do' attitude.

To:

- Place safeguarding of students at the heart of your work.
- Engage in constructive professional dialogue, giving and listening to feedback.
- Contribute to the development of students and staff.
- Meet Teachers' Standards and Trust Leadership Standards as appropriate to career stage expectation.

Want to find out more?

If you want the chance to join a Trust committed to developing the very best teachers and school staff in Bradford:

- Check out our latest vacancies on www.bdat-academies.org/vacancies
- Follow us on twitter: #wearebdat

Class Teacher Selection Process Guidance

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, sex, marital status, or sexual orientation. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with children as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure form the Disclosure and Barring Service.

Visits to the school

Visits to the school are warmly welcomed by prior arrangement, you will not be disadvantaged if you are unable to visit. Please contact the school office on 01274 573396 to arrange a mutual appointment. The visit will give you an opportunity to meet the Headteacher and to ask questions about the role and the school to assess if this is somewhere you would like to work.

Applications

Please ensure that all parts of the application are completed. We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position. Applications can be submitted via the My New Term platform

Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff, the Trust Education Director and governors. We carefully check all applications for anomalies.

Candidates who best meet the person specification will be invited to an interview. We will notify you by telephone with e-mail confirmation to follow. If you have not heard from us within 3 days of the shortlisting date, you have not been successful at this stage.

References

We request references for all candidates who are invited to interview. Requests will be made at the same time that candidates are invited to interview. Your first referee should be your current or last, employer.

Interview Day

The interview day will consist of several tasks and activities including a formal interview. One of the tasks will be a lesson observation within your own educational setting. These are designed to allow you to demonstrate your skills and abilities. You will be asked to bring proof of qualifications and identity on the day.

Final Selection

Following the tasks and formal interview, we will use the person specification as a guide to select the most suitable candidate for our school. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

Offer of Employment

We will make a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. Any offer is made subject to:

- References satisfactory to us
- A satisfactory DBS check
- Provision of proof of identity and qualifications

JOB DESCRIPTION	
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Job Title:	EYFS Class Teacher
Grade:	M1

	Fixed Term Contract – 12 months
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To ensure high quality teaching, effective use of resources and the highest standards of care, learning and achievement for all pupils.

The postholder will carry out the duties of a class teacher as set out in the current edition of the School Teachers' Pay and Conditions Document issued by the Department for Education.

A = assessed at application I = assessed at interview T = assessed through selection test
F = Faith Reference

<u>Qualifications and CPD Record</u>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Qualified Teacher Status and First Degree (A) • Record of CPD relevant to the post (A) <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Higher degree relevant to the role (A) • NPQs (A) • CPD record includes substantial relevant achievement in the last two years (A) • Relevant safeguarding training (A)
<u>Developing Self and Working with Others</u>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Demonstrate high standards of personal integrity, loyalty, discretion and professionalism (A,I) • Has a DfE recognised teaching qualification. (A) • Is an active learner and can show evidence of own continuing professional development and is committed to learning, listening and reflecting. (A, I) • Has a good knowledge and understanding of relevant legislation and current educational developments, including the safeguarding of children. (A, I) • Treats all people fairly, equitably and with dignity to create and maintain a positive school culture. (I) • Able to develop a rapport with the children. (A, T, I) • Able to promote team and individual working as appropriate to fulfil school objectives. (I)

	<ul style="list-style-type: none"> • Able to establish excellent working relationships with others. (I) • Has empathy with pupils from a range of cultural and faith traditions and socio-economic circumstances. (A, I) <p><u>Desirable</u></p> <ul style="list-style-type: none"> • Have further relevant qualifications. (A) • Has had experience of delivering coaching. • Able to balance work and personal life and is considerate of the well-being of others. (A, I)
<p><u>Undertaking the role of class teacher</u></p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Experience of teaching a class in EYFS or KS1, including planning, recording, assessing and meeting the social and learning needs of pupils (A,I,T) • Knowledge and experience of quality first teaching, ensuring that all pupils make good progress to fulfil their targets; (A,I,T) • Evidence of maintaining the positive ethos and core values of the school • Demonstrating all the core teaching standards in everyday duties. (A,I,T) • Knowledge and experience of maintaining good order and discipline (A,I,T)
<p><u>Securing Accountability</u></p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Is prepared to be accountable along with the Headteacher for the school's performance. (I) • Is prepared to take direction from the Headteacher and governing body. (I) • Understands the need to maintain a safe and healthy environment for all users of the school. (I) • Understands the school's responsibilities for child protection and the safeguarding of pupils. (I) • Has high expectations of all teaching and support staff and is prepared to support the Headteacher in dealing with any underperformance in a firm and fair way. (I)

<p><u>Strengthening Community through Collaboration</u></p>	<p><u>Essential</u></p> <ul style="list-style-type: none"> • Has a commitment to the principles of inclusive practices ensuring equal rights for all. (A, I) • Recognises the vital partnership with parents/carers and in particular, their role in contributing to the child’s education and positive school life. (A, I) • Has some experience of working effectively with parents and the community. (A, I) • Committed to networking and collaboration with partners, including the Church other schools, the LA, businesses and community organisations. (A, I,) • Committed to developing the Christian character and ethos of our school (A,F)
<p><u>Application form and letter</u></p>	<ul style="list-style-type: none"> • Application forms should be fully completed, accurate and legible; • The supporting letter should be no longer than two sides of A4 (minimum font size 11);

In line with the Immigration Act 2016 the Government has created a duty to ensure 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.

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.

In and around Bradford

Bradford has a rich and fascinating history from Roman remains to Victorian grandeur. With a long industrial heritage, Bradford is proud to have once been the wool capital of the world which led to pioneers such as Sir Titus Salt to build businesses in the area. You don't have to go far to find out more, simply walk the streets and look up at the architecture or learn more about Bradford's history at [Bradford Cathedral](#) and [Bradford Industrial Museum](#) or visit the magnificent [Bolling Hall](#) a 17th century mansion house.



Nearby Saltaire, a model Victorian village and a UNESCO World Heritage site is a joy to visit and make sure you join a guided walk to learn more about the village's past. Mill owner Sir Titus Salt built the village for his workers and today Saltaire attracts millions of visitors to its magnificent architecture. Bradford was awarded the title of the world's first [UNESCO City of Film](#) due to the city's rich film heritage and its inspirational movie locations. Bradford has been a film location since the beginning of cinema, with its indigenous film industry being traced back to the years around the First World

War. To this day Bradford district is still chosen and featured in top films and TV series. Bradford was also the birthplace of the famous artist David Hockney, and you can be enthralled by his works at [Salts Mill](#) and [Cartwright Hall](#).

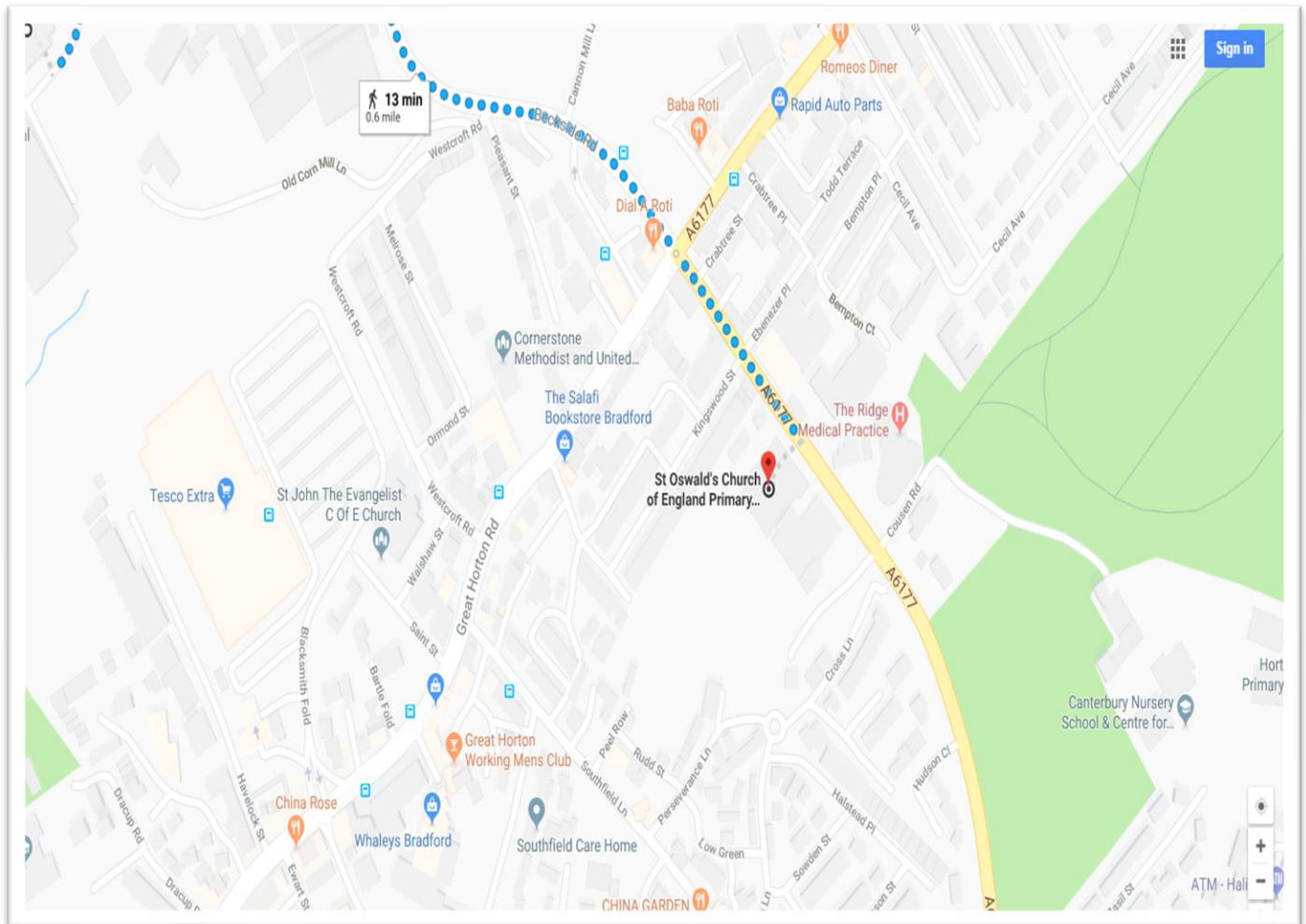
Bradford is home to over 200 Asian restaurants and is proud to be Britain's Curry Capital of Britain for the last six years. There are a number of award winning restaurants which serve authentic Asian cuisine, so you will definitely find something that will tickle your taste buds, why not use our [Curry Guide](#) for inspiration.

Although we have a reputation for serving fantastic Asian food we also have an amazing selection of other cuisines. The Michelin starred [Box Tree](#) is one of Yorkshire's top restaurants, serving sophisticated British cuisine, served in even more sophisticated surroundings. If you are on a smaller budget Shipley and Saltaire have a great selection of restaurants. From [Yo Yo's](#) serving Chinese, Japanese and Thai to the [Tapas Tree](#) and the [The Terrace](#) a French style Cafe bar and bistro.



The Alhambra Theatre is regarded as the North's premier touring venue and regular visits are made from prestigious companies such as the Royal Shakespeare Company, Northern Ballet, Disney Theatrical, the National Theatre, Matthew Bourne's New Adventures and David Ian Productions.

How to find us



St Oswald's Church of England Primary Academy

Cross Lane

Great Horton

Bradford

BD7 3JT

Tel: 01274 573396