



**Immanuel College**  
Church of England Academy

**bdot**  
Bradford Diocesan  
Academies Trust



**Applicant Information Pack**

## **Teacher of Philosophy, Ethics and Religion (PER)**

**Closing Date: Friday 12 June 2026, 9.00am**

**Interview Date: w/c Monday 15 June 2026**

## Welcome from the Headteacher

Dear applicant,

Thank you for your initial interest in the position of Teacher of Philosophy, Ethics and Religion at Immanuel College. I hope that the information found within this pack and on our website will encourage you to submit an application.

Immanuel College is an 11–18 Church of England Academy, proud to be part of the Bradford Diocesan Academies Trust (BDAT). Situated in Idle, in the north of Bradford, we have been serving our local communities for over twenty years.

Our Christian ethos, rooted in *perseverance, character, and hope*, shapes everything we do. “Immanuel” means *God with us*, and our motto *All God’s Children* reflects our belief that every student deserves to flourish. Our most recent SIAMS inspection recognised us as an *outstanding church school*, highlighting the “positive relationships at all levels” that enable both students and staff to thrive.

In May 2024, Ofsted judged us to be a *Good* school. We are proud of our strong record of GCSE and A level success, with excellent progress made by students of all abilities and backgrounds. Most of our students choose to continue their journey with us into our inclusive and supportive Sixth Form.

To further enhance our provision, we were delighted to open a state-of-the-art post-16 building in September 2025. This new facility provides modern, purpose-built spaces for learning, collaboration, and personal development, and reflects our commitment to offering an outstanding Sixth Form experience for our students.

Our staff are at the heart of our success. Teachers and support staff at Immanuel College have high aspirations for every student and are deeply committed to helping them reach their potential. In return, we place great value on staff wellbeing, actively reducing unnecessary workload wherever possible. We offer a robust performance management system, alongside a comprehensive and bespoke programme of CPD, to ensure colleagues feel supported in their professional growth.

Please read the application pack carefully and if you believe that you are the right person to fill the role and that your values are aligned with ours then I welcome an application from you.

With best wishes,



Mr S. Mulligan  
Headteacher



## Advert

<b>Job title:</b>	Teacher of Philosophy, Ethics and Religion
<b>Contract type:</b>	Permanent
<b>Contract type:</b>	Full-time
<b>Salary:</b>	Mainscale/UPS
<b>Closing Date:</b>	Friday 12 June 2026, 9.00am
<b>Start date:</b>	September 2026

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We are looking for a passionate and committed Teacher of Philosophy, Ethics and Religion, with the highest expectations for every student, to join a very successful department. We welcome applications from ECTs as well as more experienced teachers. If you believe that you are the right person to fill the role and that your values are aligned with ours, then we look forward to receiving your application.

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## **Philosophy, Ethics and Religion Faculty**

The Philosophy, Ethics and Religion faculty comprises 6 full time staff and one part time, teaching Philosophy, Ethics, Religion (PER), Citizenship and Sociology.

The faculty is committed to the promotion of the Christian ethos within school and the community. PER is taught from Year 7 to Year 11, with every student taking a core provision throughout both key stages and all taking either full course or short course GCSE RE in Year 10 and 11, the results of which are significantly above the national average. At post 16 students can study RS A-Level (Philosophy, Theology, Ethics)

The faculty boasts a wealth of strong, experienced teachers and is well resourced with interactive whiteboards and supporting materials. The department works closely with the school's Chaplaincy, Youth Workers from the Salvation Army as well as local church leaders. We offer a high level of support to new members of staff and this extends on a local and national level; there are lots of opportunities to develop your PER career.

The faculty is at the heart of Immanuel life giving both students and staff spiritual support and guidance in addition to taking positive Christian action to live out the Gospel message. Applications are particularly encouraged from candidates with a degree directly relating to the subject.

## Job Description

<b>Job Title:</b>	Teacher of Philosophy, Ethics and Religion
<b>Faculty:</b>	Philosophy, Ethics and Religion
<b>Job Purpose:</b>	To provide a consistently excellent quality of teaching, creating learning environments that enable all students to thrive and achieve to the very best of their ability, resulting in independent, confident, and well-rounded individuals who are ready to take their place in society
<b>Salary:</b>	MPS/UPS
<b>Accountable to:</b>	Head of Faculty

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### Job Role and Responsibilities

- To have the highest expectations of all students, inspiring them to have a love for learning and a thirst for knowledge
- To use Faculty schemes of work to plan quality lessons that account for the individual needs of all students
- To use a variety of approaches to ensure learning is engaging, purposeful and challenging
- To build in regular opportunities to revisit and rehearse key ideas, concepts, and skills, through appropriate sequencing, enabling long-term learning to take place
- To work collaboratively with colleagues to develop and share resources and pedagogical strategies
- To provide Quality First Teaching for all, ensuring that when an Individual Education Plan (IEP) is in place, individual needs are catered for and that when Learning Support Assistants are available, they are deployed effectively
- To maintain an excellent climate for learning through effective classroom discipline, consistently promoting the “Immanuel Way” through implementation of the behaviour policy
- To provide appropriate verbal and written feedback to students, ensuring that it empowers students to understand how to improve
- To ensure that homework or other independent learning tasks are set and marked in accordance with Faculty policy
- To value the importance of recognition and rewards as a tool to build confidence and increase motivation and to frame this using the three Immanuel characteristics of *perseverance*, *character* and *hope*.
- To provide bespoke remote learning for students in the event that this should become necessary
- To follow the school’s assessment calendar for each year group, marking and providing feedback as appropriate and entering data centrally at specified times of the year
- To communicate effectively with all colleagues, when necessary, about the learning, progress and additional needs of students
- To plan and organise or support enrichment opportunities, as appropriate, ensuring appropriate supervision is in place on visits, trips or internal drop-down days
- To take on the role of form tutor and deliver the Personal Development curriculum through collective worship time
- To discuss pastoral aspects, such as behaviour and attendance, with individual students in a tutor group, liaising with Head of House or Head of Year as appropriate
- To support fully the Christian ethos of the school through collective worship sessions and assemblies
- To attend meetings and training and carry out other duties as set out on the whole-school calendar
- To engage with the performance management process and take opportunities to develop oneself through appropriate CPD opportunities
- To consistently implement and adhere to all Academy and Trust policies
- To have a relentless commitment to safeguarding, ensuring that all statutory training is completed and that any safeguarding concerns are dealt with in accordance with Academy policy
- To carry out any other reasonable duties as requested by the Headteacher

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This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually

## Person Specification

Job Title: Teacher of Philosophy, Ethics and Religion  
 Faculty: Philosophy, Ethics and Religion  
 Job Purpose: To provide a consistently excellent quality of teaching, creating learning environments that enable all students to thrive and achieve to the very best of their ability, resulting in independent, confident, and well-rounded individuals who are ready to take their place in society  
 Salary: MPS/UPS  
 Accountable to: Head of Faculty

Category	Essential Criteria	Desirable Criteria
Qualifications and Training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• First degree in a relevant subject</li> <li>• Recent appropriate subject CPD</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>• Recent successful teaching experience (or teaching practice if still training)</li> <li>• Experience of teaching across Key Stages 3 and 4</li> <li>• Successful experience of classroom management strategies to promote student learning and positive behaviour</li> <li>• Experience of the role of the form tutor</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching Key Stage 5</li> </ul>
Knowledge and Understanding	<ul style="list-style-type: none"> <li>• A passion for teaching Philosophy, Ethics and Religion</li> <li>• Knowledge of recent curriculum developments in Philosophy, Ethics and Religion</li> <li>• Familiarity with exam specifications at GCSE/BTEC</li> <li>• Understanding of the importance of sequencing, when planning, to facilitate deep learning</li> <li>• An excellent standard of accurate written and spoken English</li> </ul>	
Personal Qualities	<ul style="list-style-type: none"> <li>• Excellent communication skills, both verbally and written, to a range of audiences</li> <li>• Competent user of ICT in an education setting</li> <li>• Self-motivated and willing to take the initiative</li> <li>• Reflective practitioner with an ability to monitor and evaluate own performance and willingness to embrace new approaches and ways of thinking</li> <li>• Ability to work well under pressure with good time-management and organisational skills</li> <li>• Able to quickly build positive relationships with colleagues and work as part of a team</li> <li>• Responsive to the individual needs of students and colleagues</li> <li>• Commitment to the safeguarding of children and young adults</li> </ul>	
Other Requirements	<ul style="list-style-type: none"> <li>• Commitment to supporting the Christian ethos of the Academy</li> </ul>	

## How to Apply

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 unbiased. 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.

## Applications

Completed applications must be submitted and returned to Katie Green at Immanuel College via the MyNewTerm website at <https://mynewterm.com/jobs/142590/EDV-2026-IC-13966>.

All applications will be acknowledged within 24 hours. Should you fail to receive a confirmation, please call 01274 425900

## Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel, at least one of which has completed safer recruitment training. We carefully check all applications for anomalies and we may ask for more information about any gaps at interview.

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 5 working 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 most recent employer.

## Interview Process

The interviews will be held at Immanuel College. The interview will consist of a tour of the school, an observed lesson and formal interview. 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 first day.

## Final Selection

Following the interview process, we will use the person specification as a guide to select the most suitable candidate for our school. In most cases a decision will be made the same day as the interview although occasionally the decision may take longer. 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 normally 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:

- Satisfactory references
- A completed DBS check
- Provision of proof of identity and qualifications

## Probationary Period

The first school term of your employment will be a probationary period

## Timeline

Closing Date: Friday 12 June 2026, 09.00am  
Interview Date: w/c Monday 15 June 2026

## Questions

If you have any queries on any aspect of the application process please contact Katie Green on 01274 425900 or e-mail [katie.green@immanuel.bdat-academies.org](mailto:katie.green@immanuel.bdat-academies.org)

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## About BDAT

### General Information and Background



Bradford Diocesan Academies Trust (BDAT) is a Multi-Academy Trust (MAT) supporting 21 schools in Bradford. We are a Trust which prides ourselves in delivering great education outcomes and life opportunities for all our children. We are an inclusive Trust working with children from a rich range of backgrounds who reflect our communities and the city we serve. We are proud to be all about Bradford and developing the future generation of lifelong learners who will go on to achieve incredible things.

BDAT is a Trust which recognises each of our schools is unique. We actively encourage and celebrate difference as we know each of our schools serves very different communities. However we also know that a key strength of being part of a Trust means together our schools can support each other, learn from each other and share great practice. As importantly we know from working our way through the COVID pandemic, that a problem shared really can be a problem halved, and by working together we can save ourselves time, money and lots of duplication of work.

We are a Trust which is value-led, and we know it is important that we consistently live these values. The Trust's mission is "At BDAT we want every child to have a happy and high-quality education enabling them to grow and flourish during their time at school."

Our core Trust values are inclusion, compassion, aspiration, resilience, excellence (I.C.A.R.E.). We seek to model these values in all we do, including how we recruit and develop our staff, how we teach our students and how we liaise with our families, friends and partners. We are a proudly Christian organisation committed to providing high-quality education for all within our ethos. Whilst robust Christian principles underpin the work of the Trust, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. We describe ourselves as having inclusive values believing these are as appropriate and important to staff and students of all faiths (and to those without faith) as they are to those who practice within the Church of England. It is for this reason we choose to support and sponsor Non-Church of England Academies, as well as those within the faith. Therefore, we welcome applications for this role from employees of all faiths as long as they understand and can promote the values which we share.

BDAT is a large Trust, however we pride ourselves in knowing and understanding our schools. We are all part of the BDAT family, and we all have the same motivation – to see our children succeed. For more information about us follow us on twitter @WeAreBDAT or visit [www.bdat-academies.org](http://www.bdat-academies.org)

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### BDAT's Mission, Vision and Values

Our mission:

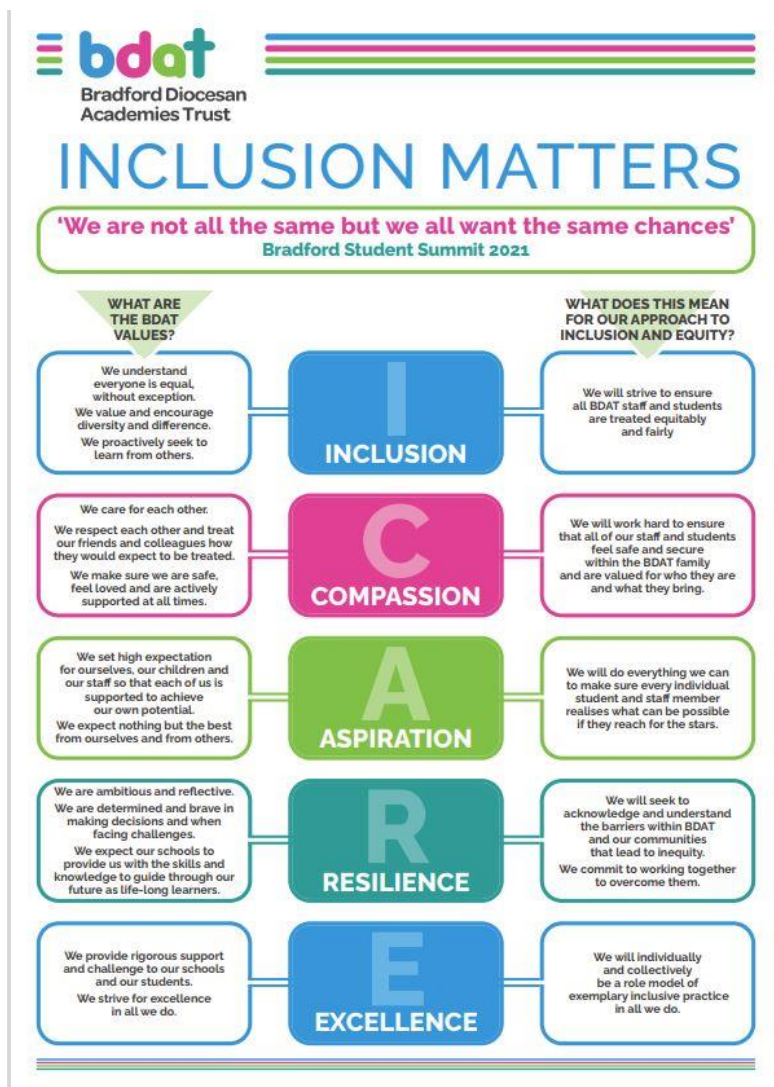
"At BDAT we want every child to have a happy and high-quality education enabling them to grow and flourish during their time at school."

Our vision is:

"We will provide schools that develop student competence, confidence and character, driven by local community context and inclusive Christian values, ensuring every student achieves their

academic potential and leaves our Trust prepared for the next stage of their life journey. We want BDAT schools to be schools of choice for the diverse and special communities we serve. We will recruit develop and retain highly skilled staff dedicated to making sure our children and young people have every chance to succeed.

Our values are:



## Contact Details

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