

CANDIDATE INFORMATION PACK



Teacher of English (maternity cover)

One Year Full Time Fixed Term until August 27

Closing date: 9am 23rd February 2026

Interview Date: TBC

Start Date: 1st September 2026

Welcome from the Headteacher



I am proud to welcome you to Belle Vue Girls' Academy. We are a long-established and highly successful academy with a thriving Sixth Form, providing an exceptional quality of education for girls aged 11 to 18.

At Belle Vue, we are committed to providing an exceptional educational experience for all, empowering our young people to become confident learners, confident communicators, and confident

future citizens. We expect nothing but the best, from everyone, for everyone.

Our students are highly motivated, ambitious and aspirational. They are excited by learning and value the extensive opportunities we provide for academic and personal development. They get involved in exciting and enriching activities and experiences and develop as leaders and young citizens. We expect excellent attendance and punctuality, and for students to always behave in a respectful and courteous manner. Our high standards mean that our academy is a safe and happy place for all students to learn, and that all students can fulfil their potential.

Our staff are driven by ambition, aspiration, and excellence. They have the highest of expectations of all and work hard to ensure every student achieves aspirational academic outcomes, with personalised support, care and guidance at every stage of their journey. Our staff believe in and champion our students, we ensure no student is ever left out or left behind.

Our high expectations and the exceptional quality of education our girls receive means that our students make excellent progress. Our track record is consistently strong, with student progress consistently above Bradford and national average. In the Sixth Form, outcomes are equally strong with students achieving excellent Academic and Applied Vocational qualifications which allow them to progress to the next stage in their education with confidence. Our girls work hard for their success, and we are very proud of them.

I would like to invite you to explore our website to find out more about us and the achievements of our remarkable students.

Mrs. Deborah Anness

Headteacher

Teacher of English (1-year fixed term)

Main/UPS

For full details please contact Nichola Laidman, Academy Executive Assistant,
nichola.laidman@bvga.bdat-academies.org

Closing Date: 23 February 2026

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)

Job Title: Teacher of English

Accountable to: Head of English

Purpose To provide a truly exceptional educational experience for all, working with the Head of Faculty to enable each of our learners to become academically, socially, culturally and emotionally fulfilled young people, ready to take their place in the world.

Job role and responsibilities:

To have the highest expectations of all students and to promote independence and ownership of learning.

- To follow subject curriculum plans, planning and delivering lessons and resources which are appropriate to the age and ability of students.
- To ensure learning is engaging, motivating and appropriately challenging, enabling all students to make progress towards aspirational targets.
- To provide Quality First Teaching, ensuring the needs of all learners are met and barriers to learning are removed.
- To work in collaboration with members of the faculty and subject during Faculty CPD time on the joint planning of lessons and resources.
- To manage the classroom environment, equipment and resources safely and effectively, creating a positive learning environment.
- To maintain positive relationships and effective discipline, following the school's Positive Behaviour Strategy.
- To recognise and reward students, following the school's Recognition and Rewards strategy.
- To provide regular and meaningful verbal feedback to students, so they understand how to improve.
- To provide written feedback on assessments and exams, following faculty and school policy.
- To ensure that homework is set, where appropriate, and monitored.
- To provide remote learning, where appropriate, when students are absent from school.
- To communicate effectively with all colleagues, as relevant, about the learning, progress and additional needs of students.
- To report to parents, in writing and in person, as set out on the school calendar, on student

learning and progress. · To plan and organise student enrichment activities, as appropriate, and to supervise students on visits, trips and out of school activities.

· As a form tutor, to provide excellent pastoral support, ensure messages are conveyed to students, that daily tutor routines are followed, and the Personal Development curriculum is delivered.

· To attend meetings and training and carry out administrative tasks and duties as specified on the academy calendar.

· To engage fully in the appraisal process and take opportunities to develop by engagement in CPD opportunities. · To consistently implement all academy policies.

· To report any safeguarding concerns immediately to a Designated Safeguarding Lead.

· To carry out any other reasonable duties as requested by the Headteacher

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

PERSON SPECIFICATION

| Category | Essential | Desirable |
|------------------------------------|---|---|
| Qualification and Training | Qualified Teacher Status recognised by the DFE Recent appropriate CPD | Degree in English or relevant qualification Ability to teach Drama |
| Experience | Successful teaching experience. Successful experience of managing an effective classroom environment to promote student learning and positive behaviour Good understanding of data and how it can be used to raise standards and levels of achievement Experience of development planning, self-evaluation and quality assurance | |
| Knowledge and understanding | A passion for teaching English Knowledge of curriculum developments in English Sharing and developing own expertise and willingness to learn from others. Ability to lead, inspire and motivate colleagues and students. | |

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|---------------------------------------|---|--|
| | <p>A good standard of accurate written and spoken English.</p> <p>Excellent communication, both in writing and orally, to a wide range of audiences</p> <p>Proven ability to use ICT in the teaching, organization and management of the role.</p> <p>Self-motivated and takes the initiative.</p> <p>Ability to embrace new approaches and ways of thinking.</p> <p>Responsive to the individual needs of students and colleagues</p> <p>Knowledge of effective behaviour management strategies</p> <p>Displays commitment to the protection and safeguarding of children and young people</p> | |
| Attitudes and Responsibilities | <p>Conscientious and committed to high personal and professional standards.</p> <p>Skilled at building and forming productive working relationships.</p> <p>Enthusiastic about education and learning</p> <p>Self-critical and reflective, able to monitor and evaluate own performance and take action to improve and develop where necessary.</p> <p>Works well with colleagues and contributes effectively to the team.</p> <p>Abides by the academy's policies</p> | |

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 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.

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 online via www.mynewterm.com

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 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 Process

The interviews will be held at Belle Vue Girls' Academy. The interview will consist of several tasks and activities including a 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 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

Probationary Period

First school term of employment with BDAT.

Timeline

Closing date: 9am 23 February 2026

Interview date: TBC

About BDAT

Belle Vue Girls' 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 21 schools in Bradford. We are a Trust which prides itself on 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 that 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 **"to provide education of the highest quality within the context of Christian belief and practice."** We strongly believe every child only has one chance at a good education.

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 visit our website www.bdat-academies.org

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:

