



Teacher of ADT
Sir Frederick Gibberd College
Candidate Information Pack

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Welcome from the CEO

I never originally set out to establish a Multi Academy Trust. That simply was not the plan – at least not at first.

The journey began in 2010 at Burnt Mill Academy in Harlow. At that time, the school faced significant challenges and required rapid improvement. From the outset, it was clear that transforming outcomes for children depended on having talented, committed staff who shared a strong belief in what young people could achieve. With a clear vision, high expectations and a relentless focus on improving teaching and learning, the school quickly began to flourish, leading to significantly improved outcomes for pupils and recognition from Ofsted.

Inspired by what could be achieved through strong leadership, collaboration and a shared commitment to excellence, BMAT Education was established with a clear purpose: to provide exceptional educational opportunities for children and young people across our communities.

Today, our schools work closely together to share expertise, develop staff and create the very best experiences for pupils. While each school retains its own unique identity and strengths, all are united by a commitment to high standards, inclusion, ambition and continuous improvement.

At BMAT, we believe exceptional staff transform lives. Whether in teaching, leadership or support roles, every colleague plays an important part in helping children thrive academically, socially and emotionally. We are committed to attracting and developing talented professionals who are passionate about making a positive difference.

This candidate pack has been designed to give you an insight into Sir Frederick Gibberd College, the role of Teacher of ADT, and the values and culture that underpin our work. We hope it provides a clear understanding of our ambitions for our pupils, staff and wider community.

If you are inspired by what you read in this pack and share our commitment to delivering the very best for children and young people, we would be delighted to hear from you.

I wish you all the very best with your application and thank you again for your interest in Sir Frederick Gibberd College and BMAT Education.

Helena Mills CBE

Welcome from the Headteacher

I am delighted to welcome you to Sir Frederick Gibberd College (SFG), a growing and ambitious school community where high expectations, inclusivity and opportunity underpin all that we do.

Our vision is to deliver an exceptional education that equips young people with the knowledge, skills and character development needed to succeed in an ever-changing world. We are committed to ensuring that every student is supported, challenged and inspired to achieve their very best academically, socially and personally. Through excellent teaching, strong pastoral support and a culture of aspiration, we nurture confident, resilient and ambitious learners who are prepared for future success.

At SFG, we value personal development as highly as academic achievement. Alongside a broad, challenging and engaging curriculum, students benefit from a wide range of enrichment opportunities designed to develop leadership, confidence, independence and a sense of social responsibility. These experiences play a vital role in preparing young people for higher education, employment and life beyond the classroom. Our values are RESPECT | KINDNESS | SUCCESS

Our dedicated staff work tirelessly to create a safe, inclusive and supportive environment where every student feels valued, respected and able to thrive. We are proud of the strong relationships that exist throughout our school community and of the partnerships we build with families to support students at every stage of their educational journey.

As part of BMAT Education, we benefit from collaboration, shared expertise and high-quality professional development, all of which enhance teaching and learning across the school. Working together within the Trust enables us to continually improve the opportunities and experiences available to both students and staff.

Thank you for your interest in SFG. We look forward to welcoming those who share our commitment to excellence, our values and our ambition to secure the very best outcomes for every young person.

Jo Doyle

About Our Trust

BMAT Education runs a community of schools which provide an outstanding education for every individual attending a Trust school. Our schools are places of aspiration, where individuals matter and confidence flourishes so that achievement for all is outstanding.

The trust currently oversees seven secondary academies and five primary academies, located in Harlow, Newham and Stansted. BMAT's vision is to work together to smash through the barriers that prevent children from becoming confident, high achieving and independent individuals.

Core to our ethos is that we believe that exceptional leaders create exceptional schools, and our leaders are given the support they need to serve these communities at the highest level. BMAT is driven by the ambition to be the best.

Our Schools:

- Burnt Mill Academy
- Cooks Spinney Primary Academy and Nursery
- Epping St Johns Church of England School
- Freshwaters Primary Academy
- Forest Hall Academy
- Little Parndon Primary Academy
- Magna Carta Primary Academy
- Mark Hall Academy
- Royal Docks Academy
- Roydon Primary Academy
- Sir Frederick Gibberd College
- STEM Academy



About the Role

We are seeking an enthusiastic, dedicated, and passionate ADT Teacher, who is committed to making a difference to the lives of our students.

You should have a strong understanding and subject knowledge of ADT and a desire to support the growth of every child.

The ideal candidate will be a team player, adaptable, and eager to contribute to a thriving learning environment. Whether you are an experienced educator or looking to take the next step in your career, you will be expected to bring a positive, proactive attitude to your work and a commitment to continuous improvement.

Job Description

Job title	Teacher of ADT
Reports to	Head of ADT
Pay scale	M1 to M6 Main Pay Scale Point
Location	Sir Frederick Gibberd College
Terms	You will be required to meet the general requirements of this post as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Headteacher.
Contract	Permanent – Full Time

Purpose of the Job

- Teachers make the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their students.

Liaison With

- The post-holder will be expected to network and liaise with the Head of Faculty, Faculty Team, Teaching / Associate Staff, School Representative, External Agencies, Students and Parents.

Specific Responsibilities

Oversight of:

- Students' attainment, progress and outcomes.

Responsibilities

- To teach and be responsible for the progress of ADT students across the 11 – 16 age range, including GCSE under the direction of the Head of Department.
- To work with the Head of Department to plan, develop and improve the extra-curricular offering for ADT and Food
- To liaise with other teachers to organise termly exhibitions of student's work and performances
- To adapt the curriculum to ensure the needs of all students in your classroom are met and students see the relevance in the curriculum content within your subject area
- To embed the knowledge gained from CPD to help improve quality of education in your subject.
- To ensure students in your classroom are provided with reading resources that link to your curriculum
- To provide feedback to all students in a timely manner to address gaps in knowledge
- To ensure the curriculum being taught in your classroom is challenging for all students and scaffold is provided where needed.
- To participate in the development of appropriate schemes of work, taking specific responsibilities in some areas.
- To assess and report on students' attainment and progress in KS3 and on GCSE grades and progress in KS4.
- To monitor the progress of students in your classes and implement intervention strategies where needed
- To carry out a share of supervisory duties.
- Communicate effectively with parents regarding students' achievements and well-being.
- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired.
- Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have a clear understanding of the needs of all students, including those with special education needs, those of high ability, those with English as an additional language, those with disabilities and be able to use and evaluate distinctive teaching approaches to engage and support them.
- To impart knowledge and develop understanding through effective use of lesson time.

- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.

Main Expectations of the Role

- Being aware of students' capabilities, their prior knowledge, and plan teaching to build on these.
- Guide students to reflect on the progress they have made and their emerging needs.
- Demonstrate a clear understanding of appropriate teaching strategies.
- Demonstrate an awareness of the physical, social and intellectual development of children and know how to adapt teaching to support students' education at different stages of development.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Encourage students to take a responsible and conscientious attitude to their own work and study.
- Establish a safe and stimulating environment for students, rooted in mutual respect.
- Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Promote a love of learning and children's intellectual curiosity.
- Support strategies to promote high standards of behaviour.
- Manage classes effectively, using approaches which are appropriate to students' needs to involve and motivate them.

Additional Duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To develop a calm learning atmosphere by completing lunch duties each week as required by the Headteacher.
- To support student progress by completing one homework club session and/or one enrichment/booster session after school each week as required by the Headteacher.

Other Specific Duties:

- To continue personal development as agreed.
- To assist with the carrying out of risk assessments as appropriate
- To ensure that Health and Safety policies and procedures are followed
- To actively engage in the performance review process.
- To undertake any other duty as specified by the Headteacher not mentioned in the above
- To comply with the School's Health and Safety Policy and undertake Risk Assessments as appropriate.

- To be aware of and work in accordance with the school's child protection policies and procedures, and to raise any concerns relating to such procedures which may be noted during duty.

The duties above are neither exclusive nor exhaustive and the post-holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.

Person Specification

Teacher of ADT

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS) or equivalent.	✓	
A degree in related subjects.	✓	
Evidence of ongoing professional development relevant to teaching and learning.	✓	
Postgraduate qualifications in education or relevant Technology.		✓
Experience		
Proven record as an outstanding teacher with proven track record or securing outstanding outcomes for students over the last three years (depending on experience).	✓	
Proven experience teaching ADT at Key Stage 3 (KS3) and Key Stage 4 (KS4).	✓	
Experience in planning, delivering, and assessing engaging lessons aligned with the National Curriculum.	✓	
Experience using data to track and improve student progress.	✓	
Experience in delivering or contributing to extracurricular activities or school-wide initiatives.		✓

Skills and abilities		
Strong subject knowledge of ADT.	✓	
Ability to differentiate lessons to meet the needs to all learners, including SEND, EAL and more able students.	✓	
Effective classroom management skills and behaviour strategies.	✓	
Understanding of safeguarding and child protection protocols.	✓	
Proficiency in using ICT tools to enhance teaching and learning.	✓	
Excellent communication and interpersonal skills.	✓	
Understanding of current educational research and its application to classroom practice.		✓
Personal Qualities		
A commitment to the vision and values of the Trust, including collaboration and high expectations.	✓	
Enthusiasm and passion for teaching ADT and inspiring a love for the subject.	✓	
Resilience, adaptability and the ability to work under pressure.	✓	
A reflective practitioner who is committed to continuous improvement.	✓	
High levels of professionalism and integrity.	✓	

How to Apply

Please apply via MyNewTerm and send supporting documentation to Nicola Kearney via email at kearneyn@bmatfg.org.uk.

We look forward to hearing from you.

Closing date for applications: Friday 12th June 2026

Interviews: Friday 19th June 2026

Please carefully review the following information before submitting your application.

Application form

To apply for this position, you must complete the official application form in full via MyNewTerm. Please note that CVs will not be accepted as part of the application process. We recommend retaining a copy of your completed application for your records should you be shortlisted for interview.

The application form includes several sections relating to your employment, education, and personal history. The information you provide will be used to assess your suitability against the requirements and competencies outlined for the role. Please ensure your full employment history is included, with clear explanations for any gaps in employment. You should also highlight any relevant skills, qualifications, and achievements that demonstrate your suitability for the position.

Supporting Statement

Please submit a letter of application or supporting statement of no more than 1,000 words. In your statement, outline your motivation for applying for this role and demonstrate how your experience, skills, training, and personal attributes align with the job description and person specification.

You should also include clear examples from your current or previous roles that evidence your impact. This may include, for example, measurable outcomes such as improvements in student progress and attainment within teaching roles, or reductions in exclusions and improved outcomes for students within pastoral roles.

Disclosure of Relationships

All prospective employees are asked to declare any personal or professional relationships with trustees, governors, senior leaders or employees of the Trust. This ensures BMAT Education can uphold transparency and fairness throughout the recruitment process.

Safeguarding Commitment

BMAT Education is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment and undergo appropriate checks, including enhanced DBS checks.

Pre-Employment Checks

Applicants must provide details of two referees, one of whom should be their current or most recent employer. References from relatives or friends will not be accepted. References will normally be requested for all shortlisted candidates unless otherwise stated.

This role is exempt from the Rehabilitation of Offenders Act 1974 and is therefore subject to an enhanced Disclosure and Barring Service (DBS) check. Any information disclosed will be treated in the strictest confidence. A criminal conviction will not automatically prevent appointment; however, it will be considered in relation to the requirements of the role and suitability to work with children.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence for individuals who are disqualified from working with children to apply for, or undertake, a role that involves such work.

Fluent spoken English is a requirement for this role in line with Part 7 of the Immigration Act 2016.

Thank you for taking the time to review this information. We look forward to receiving your completed application form and supporting documentation. Should you have any questions regarding the process, please do not hesitate to contact us.

BMAT Education is committed to safeguarding children; successful candidates will be subject to an Enhanced Disclosure and Barring Service check. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties, in accordance with Keeping Children Safe in Education (KCSIE).





Supporting primary and secondary schools across Essex and East London, BMAT is a growing multi-academy trust with a singular vision: **schools, teachers and pupils freed to succeed.**