



 THE CHURCH
OF ENGLAND
Diocese of Leeds

bdot
Bradford Diocesan
Academies Trust



Teacher Application Pack

February 2026

Contents

- Letter from the Head Teacher
- Advertisement
- Bradford Diocesan Academies Trust
- In and around Shipley
- How to find us
- Job Description and Person Specification
- The selection process



Dear Applicant,

Thank you for your interest in the post of teacher at Christ Church of England Academy. I would like to take this opportunity to tell you a little about our school. Christ Church Academy is a one form entry school for pupils aged 3 to 11 years. We are part of the Bradford Diocese Academies Trust (BDAT) and serve the community of Shipley in West Yorkshire. Our commitment to our pupil's mental Health and Wellbeing is key to our success and we are a nurturing school.

The school became an Academy in August 2013 and in our last Ofsted in 2022, was again, judged as GOOD. We have high standards for teaching and learning and are working to ensure that Christ Church Academy is the local school of choice.

Our children enjoy coming to school and are keen to learn. Our staff are passionately committed to ensuring that our pupils achieve, and they have high expectations for the children and for themselves. Many of our pupils are vulnerable in terms of their socio-economic background and it is vital that their primary school experience is of a high quality and has a positive impact on their future life chances.

The role of teacher is central to the academic achievement of our pupils. It is vital that our pupils are successful and ready for the next stage of education at the end of their time at our school. The successful candidate will build strong working relationships with colleagues. They will be able to follow key school policies and deliver well-structured learning episodes, scaffolding learning so that all pupils achieve the desired outcomes. We currently use the EEF guidance on metacognition and self-regulated learning as a model for good teaching at our school.

Kind regards,

Philippa Foster

Headteacher



Teacher Main scale

School is inviting applicants that can work across either KS1 or KS2

Salary from £32916.00

Fixed Term Contract until 31st of August 2027

Christ Church Academy is a one form entry primary academy situated above Shipley with fantastic views across the valley and the UNESCO world heritage site at Saltaire.

We are looking for a person who:

- Is an excellent teacher.
- Can work across either KS1 or KS2
- Has an interest in leading a subject.
- Wants to make a difference and ensure positive outcomes for children.
- Can use their initiative and have high expectations.
- Has good interpersonal skills.
- Is enthusiastic and keen to join a hard-working team.

We can offer:

- The opportunity to have a positive impact on the future life chances of our fantastic pupils.
- The opportunity to be part of BDAT and work with schools and colleagues across the trust for career progression.
- children who are keen to fulfil their potential.
- A positive and friendly working environment
- A commitment to staff professional development

Please contact the school office if you wish to discuss the opportunities further on 01274 410349. Applications can be made via the 'My New Term' website.

Christ Church Academy is committed to safeguarding and promoting the welfare of our pupils and expect all staff and volunteers to share this commitment. All staff are subject to an enhanced DBS check which will form a condition of any employment offer.

Application Closing Date: 27th of February 2026
Interview Date: TBC



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.

The BDAT Employee Pledge

Bradford Diocesan Academies Trust recognises that if our schools are to succeed, **our teachers and school staff** are our most valuable asset. As such we work hard to be an employer and the schools of choice in Bradford.

We do this by:

- Relentlessly only **recruiting** the highest calibre of teachers who share our aspiration and ambitions for our pupils 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 **retain and grow the** expertise and skills of our people.

Keep reading to find out more about our employee pledge which sets out what you can expect from us

We will offer you:

- Work in a value driven, student centred organisation where every child is supported to reach their academic potential and accomplish their individual goals. <http://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 and to be the schools of choice. www.bdat-academies.org
- A separate annual 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 <http://www.bdat-academies.org/about-us/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.

- Shape the curriculum developments in an ever- changing world.
- 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 the 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 and if you like the sound of BDAT, our values, and the opportunities we can offer you:

- Check out our latest vacancies on www.bdat-academies.org/vacancies
- Follow us on twitter: [#wearebdat](https://twitter.com/wearebdat)

Thank you for taking the time to read this information.

In And Around Shipley

Situated as it is on the Aire Valley, it has excellent rail and road links not only to the university cities of Bradford and Leeds (with their theatres, museums, restaurants, and shops) but also to Ilkley (with its famous moor), Haworth and the Bronte country and, via the Settle-Carlisle railway, to the more distant Dales and the Lake District. The Leeds/Liverpool canal takes you across to the other side of the Pennines and Leeds/Bradford airport connects to the four corners of the globe.

Shipley's immediate neighbour is the UNESCO World Heritage Site of Saltaire, a model village built in the 19th century by the mill-owner Titus Salt to house his workers. The impressive mill buildings no longer produce textiles but have been converted into offices, shops, a restaurant, and the 1853 Gallery, which holds a large collection of the works of Bradfordian David Hockney. Most of the original community buildings are now occupied by Shipley College.

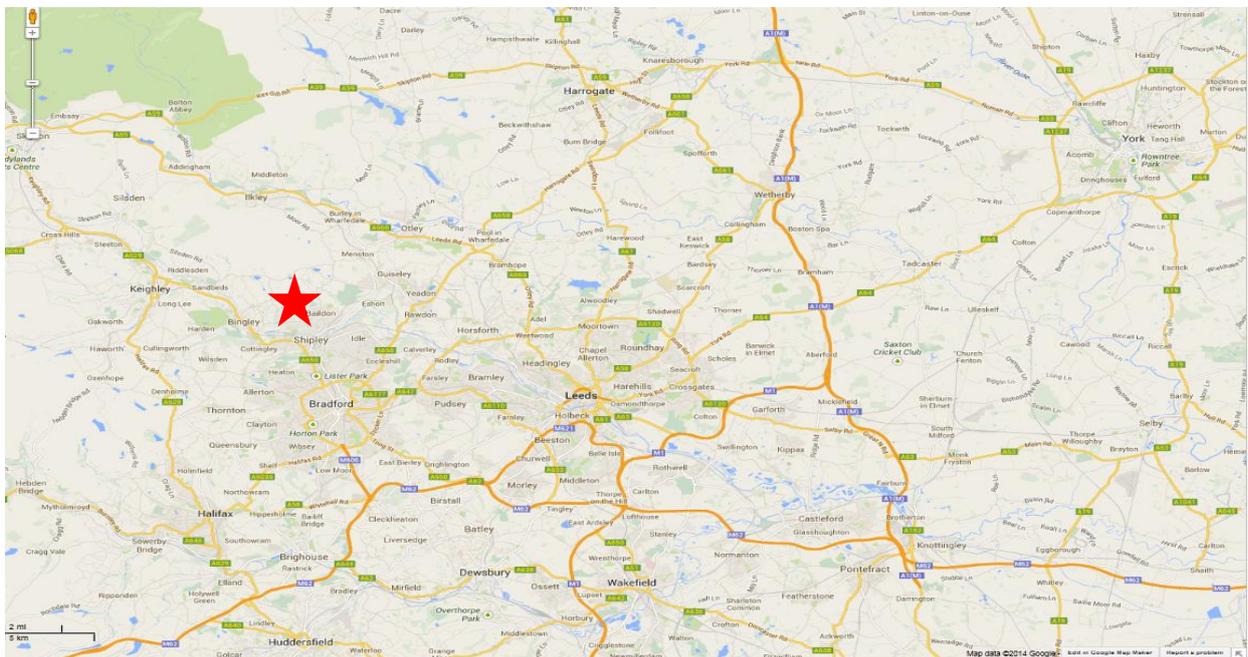
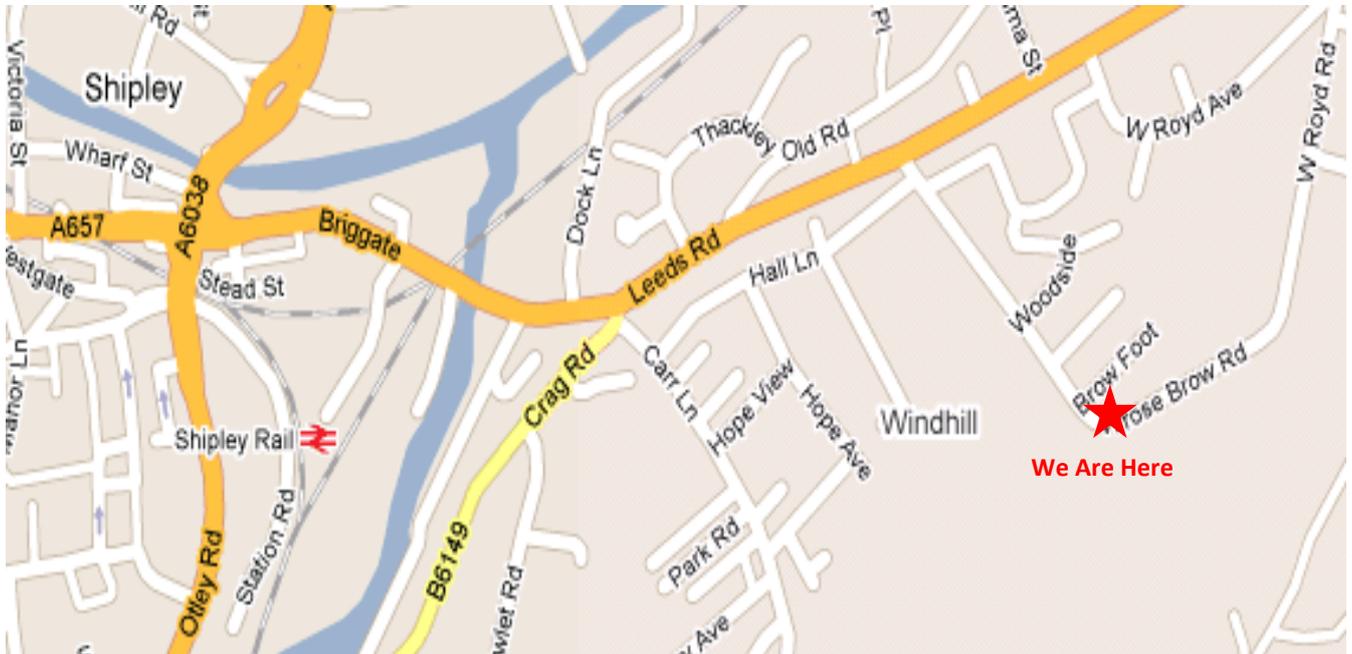
Over the bridge across the river is another remnant of the Victorian era, the Shipley Glen Tramway, built to carry people up to the village of Baildon and now operated by volunteers as a tourist attraction. It leads onto Baildon moor and the stone circle known as Soldier's Trench, which is thought to date from the Bronze Age.



Shipley is a great place to live and work, with housing of all descriptions and access to every kind of sporting and leisure activity.



How to find us



Christ Church Academy

Wrose Brow Road, Shipley, BD18 2NT

Tel: 01274 410349

Classroom teacher job description

General duties

- Undertaking duties as required in the 'Teachers' Standards'
- Displaying commitment to the ethos and success of the school.
- Contributing to the school's process of self-evaluation and development.
- Being familiar with the school's systems, structures, policies and procedures.
- Actively supporting school activities where required, including attending educational trips, extra-curricular activities and parents' evenings, which may require some out-of-hours availability.
- Carrying out duties reasonably required by the Headteacher

Teaching duties

- Delivering learning in accordance with the curriculum, national guidelines and the school's strategy.
- Planning a varied, balanced and appropriate curriculum which supports the needs of all pupils and ensures all pupils reach their potential.
- Adapting teaching styles to suit all pupils and providing a supportive learning environment.
- Differentiating resources and equipment so lessons can be accessed by all pupils.
- Self-evaluating their teaching to improve effectiveness.
- Leading a curriculum area as appropriate to interests and experience

Pupil support

- Carrying out other duties that support pupils' learning while operating in accordance with the school's policies and procedures.
- Working as part of a team to evaluate and develop pupils' learning needs.
- Enforcing the school's **Behaviour Policy** through effective classroom management.
- Encouraging pupils to develop and use their creativity and initiative, gain increased independence, and undertake new responsibilities.
- Being familiar with the 'Special educational needs and disability code of practice: 0 to 25 years' and supporting pupils with SEND appropriately.
- Understanding the school's safeguarding procedures and actively promoting pupils' wellbeing and safety.

Monitoring and reporting

- Being committed to the school's target setting and monitoring systems for pupil progress.
- Systematically assessing and recording pupils' academic progress and other areas of their progress and using the results to inform lesson planning decisions.
- Monitoring pupils' classwork and homework, providing feedback and setting informed targets.
- Delivering relevant national assessments in line with the relevant frameworks.
- Reporting on individual pupils' progress to the **headteacher** and parents, as required.

Training

- Keeping up to date with, and remaining knowledgeable about, the requirements of the curriculum and national guidelines.

- Undertaking relevant CPD.

Communication

- Liaising with the **curriculum lead** to ensure teaching is delivered in line with school expectations and goals.
- Working with the SENCO to ensure pupils with SEND are appropriately supported.
- Working with the DSL and their deputies to ensure safeguarding is promoted.
- Working with the designated teacher for LAC to support LAC and previously LAC.

Person specification

	Essential	Desirable
Qualifications and training	<p>The successful candidate will:</p> <ul style="list-style-type: none"> • Have QTS. • Be willing to undertake relevant CPD. 	<ul style="list-style-type: none"> • Relevant professional qualification • First aid training • Is interested in becoming a maths subject leader.
Experience	<p>The successful candidate will:</p> <ul style="list-style-type: none"> • Have previous experience of working in a school. 	<ul style="list-style-type: none"> • Previous experience teaching • Previous experience working in partnership with parents • Experience working as part of a team • Experience working with pupils with SEND • Experience working with children who have challenging behavior • Experience working with children with EAL
Knowledge and skills	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • A sound understanding of the primary curriculum. • Excellent behaviour management skills. • Excellent inter-personal skills. • The ability to work as part of a team. • Excellent planning and organisational skills. • Effective oral and written communication skills. • Knowledge of key performance indicators and the ability to use them to monitor progress. • Awareness of the needs of pupils with EAL. • Awareness of the needs of pupils with SEND. 	<ul style="list-style-type: none"> • An understanding of the importance of parental involvement

	<ul style="list-style-type: none"> An understanding of how a pupil's learning is affected by their intellectual, emotional and social development, and the stages of child development. 	
Personal qualities	<p>The successful candidate will:</p> <ul style="list-style-type: none"> Be committed to teaching. Supportive of their colleagues. Have good attendance and punctuality. Be proactive in the working environment. Be enthusiastic and positive. Be able to accommodate to changes in priorities. Be able to anticipate workload and plan ahead. Be able to develop effective relationships with parents. Be able to encourage and enable others to reach their full potential. 	<ul style="list-style-type: none"> Self-confidence Ability to relate well to other professionals A flexible approach

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 Fran Best on 01274 410349 to arrange a mutual appointment. The visit will give you an opportunity 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 portal

Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. 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 e-mail.

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. 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

Terms and Conditions

- The employer for this post is the Bradford Diocesan Academies Trust.
- An Enhanced DBS is required for this post.
- The post is subject to a three-month probationary period.