**[http://www.westnorfolkacademiestrust.co.uk/images/WNAT%20logo2.jpg](http://www.google.co.uk/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0CAcQjRxqFQoTCIvzgNHJ-8gCFQFTGgod_fMEPg&url=http://www.westnorfolkacademiestrust.co.uk/schoolpolicies.html&psig=AFQjCNGv0XeLZlIaf3ZMRvHfV5vI2kZasQ&ust=1446891639482155)**

**JOB DESCRIPTION**

|  |  |
| --- | --- |
| **School/College:** | West Norfolk Academies Trust  Based at  **Springwood High School** |
| **Job Title:** | Teacher of Modern Foreign Languages (Full Time post starting September 2018)  NQT applications welcomed |
| **Grade:** | MPS/UPS as appropriate |
| **Responsible to:** | Assistant Headteacher with responsibility for MFL |
| **Working With:** | Language Faculty  Year team  Mentor (if NQT) |

**Departmental Introduction**

We are looking for a dynamic and enthusiastic teacher to join our highly successful MFL faculty. If you are passionate about language learning and can share this with the students then you can make an important contribution to our department. Timetabled languages offered at KS3 and KS4 are French, German and Spanish. At KS5 we currently offer French and German. We would welcome applications from well-qualified candidates offering at least two subjects from French, German or Spanish. Some KS5 teaching could be available to the right candidate. You will be encouraged to play an active role in the organisation of our many visits abroad and to develop activities within our language department, such as the national Spelling Bee and Translation Bee competitions, working with industries and MFL career visits.

**Curriculum**

KS3 - In year 7 all students study a main language, either French, German or Spanish in mixed ability groups. In year 8 more able pupils continue with two languages. Students make their GCSE options during year 8 and begin their GCSE course in year 9. In German the Echo course is used at KS3. French pupils follow Equipe and Spanish pupils the Mira course. We also subscribe to a range of on-line learning sites.

KS4 - Students currently follow the Edexcel courses in all languages. Alongside our own resources we use the Pearson Edexcel course materials, including the Active Teach packages. Our pass rates at GCSE are consistently high and we expect to have at least 2 classes in each language at GCSE each academic year. Our students are encouraged to spend time out of lessons on the on-line sites such as linguascope, quizlet, gut and zut.

KS5 - Students currently study the Edexcel specification in both French and German at A level. Classes are taught in small groups. We use the Pearson course materials alongside frenchteacher.net, DW TV and the Dynamic Learning package.

**Information**

We offer a wide range of extra- curricular activities including a Year 7 French penfriend club and a Chinese learning club. There are KS3 trips to Paris and Chateaux in Northern France, Cologne and an exchange with Idar-Oberstein. We have KS4 visits to Berlin, Northern France and Belgium. At KS5 work experience placements in both countries are available as well as excellent links with universities in Norwich and Cambridge. In addition, multi-cultural events are organised for our Superlearning days.

**Purpose of the Job**

* To meet all requirements of the Teachers’ Standards.
* Within the designated curriculum area, to implement, deliver and contribute to the published scheme of work.
* To shape the learning experience to motivate and encourage students to achieve their full potential.
* To monitor the progress of students and provide support to ensure personal and academic growth.
* To teach at least 2 of the following languages: French, German or Spanish, with at least one to GCSE level or beyond.

**Teaching and Learning Responsibilities**

* To deliver the designated programme of teaching as presented in the published scheme of work.
* To use a variety of delivery methods to stimulate learning, appropriate to student abilities.
* To prepare and update subject materials.
* To ensure a high quality learning experience for students that meets internal and external quality standards.
* Within the guidance presented in the school Assessment Policy and using appropriate I.T. systems, to assess, record and report on the attendance, progress, development and attainment of students.
* To take part in Parent/Carer Information Evenings.
* Within the school’s marking and homework policy, to set and mark work appropriate to the needs of each student. To provide constructive feedback to facilitate progression.
* To undertake assessment of students as required by internal and external (e.g. examination boards) procedures.
* To apply the school’s Behaviour Policy to ensure that effective learning can take place. To maintain discipline and use appropriate rewards and sanctions in line with school policy.
* To ensure that Literacy, Numeracy and ICT opportunities are optimised within the context of the designated teaching programme.
* To optimise the use of classroom support staff.
* To be a form tutor and work with the Year team, actively promoting school values and delivering the tutor time curriculum.

**Job context and flexibility**

The duties and responsibilities listed in this job description provide a summary of the main aspects of the role. This is not an exhaustive list and the post holder may be required to carry out other tasks, as deemed appropriate to the grade and nature of the post.

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Due to the routine of the school, the workload may not be evenly spread throughout the year. Flexibility of hours, and a flexible attitude and willingness to assist others in the team, when required is necessary.

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all children and young people.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All staff will be subject to an enhanced DBS (Disclosure and Barring Service) check.

Where the post holder has a budgetary responsibility, it is a requirement of the role to work within the Academy’s financial regulations.

**PERSON SPECIFICATION**

|  |  |  |  |
| --- | --- | --- | --- |
| **Qualifications** | **Essential** | **Desirable** | **How assessed** |
| QTS | **🗸** |  | Appl |
| Relevant Degree | **🗸** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Experience** | **Essential** | **Desirable** | **How assessed** |
| Experience of teaching to GCSE | **🗸** |  | Appl/Int/Ref |
| Experience of teaching KS5 |  | **🗸** |
| Experience of working in a team | **🗸** |  |
| Contribution to school beyond the classroom |  | **🗸** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Skills, Attributes and Knowledge** | **Essential** | **Desirable** | **How assessed** |
| An understanding of the use of data in promoting pupil achievement and attainment |  |  | Appl/Int/Ref |
| Skills and knowledge to deal with student safety and behaviour |  |  |
| Setting high standards to staff and students by personal example |  |  |
| Ability to gain parental support and co-operation |  |  |
| An understanding of the ECM agenda |  |  |
| Ability to work effectively under pressure |  |  |
| Ability to prioritise and meet deadlines |  |  |
| Commitment to continued personal development |  |  |
| Ability to focus on standards and the belief that all students can succeed given the right opportunity and support |  |  |
| Demonstrate a commitment to equal opportunities |  |  |
| Ability to achieve value for money within the designated budget | ✓ |  |
| IT literate. | ✓ |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Personal qualities** | **Essential** | **Desirable** | **How assessed** |
| Ambition for self and others |  |  | Appl/Int/Ref |
| Genuine concern for others |  |  |
| Decisive, determined and self-confident |  |  |
| Integrity, trustworthy, honest and open |  |  |
| Accessible and approachable |  |  |
| Excellent attendance and punctuality |  |  |
| Excellent interpersonal skills |  |  |

Appl = Application form Int = Interview Ref = Reference