Post	Temporary Teacher of MFL: mostly German (maternity cover)
Grade	MPR/UPR/NQT
Working Hours	Full time
Start Date	Flexible start date but before 20 November 2017

We are looking to appoint an enthusiastic, innovative and inspiring teacher to join our successful and supportive MFL Department to cover for maternity leave. If you will inspire our students to achieve their best then we encourage you to apply.

Aldworth is an over-subscribed 11-16 comprehensive school in Basingstoke and we are proud that our students are ambitious for their futures. We have an excellent reputation locally.

To be successful you will be:

- A committed classroom practitioner.
- Able to demonstrate you are passionate about being a facilitator of learning.
- Able to create a stimulating and inspiriting learning environment.

In return Aldworth can offer:

- Excellent support from a thriving school and supportive colleagues.
- The opportunity to take an active role in innovative curriculum developments.
- A high quality induction programme.
- School funded laptop for school and personal use.

Full details and an application form can be obtained directly from the recruitment section on our website www.aldworth.hants.sch.uk, by emailing recruitment@aldworth.hants.sch.uk or by telephoning the school directly on 01256 322691.

Closing date: Monday 30 October 2017 at midday
Interview date: Week commencing 30 October 2017.

Aldworth School is committed to safeguarding young people and we ensure that all our recruitment and selection practices reflect this commitment.

POST TITLE:	CLASSROOM TEACHER (QTS ROLE PROFILE)
Reporting to :	Curriculum / Department Leader.
Liaising with:	Curriculum and Pastoral Leaders, SLT, other teaching staff, support staff, governors, parents and students. LA representatives and external agencies where applicable.
Working Time:	195 days per year. Full time. 1265 directed hours and such reasonable additional hours as are required to enable the effective discharge of professional duties.
Salary/Grade:	Main Pay Range MPR1 - MPR11, Upper Pay Range UPR 1-5 where applicable.
Disclosure level:	Enhanced DBS

PURPOSE

- To raise standards of student attainment and achievement within teaching groups, and to monitor and support student progress in line with the expectations of the school.
- To accurately track the progress and achievements of students within teaching groups and provide feedback to enable them to progress at least in line with expectations.
- To be accountable for student progress and development within teaching groups against targets set by the school using prior attainment data.
- To provide support and intervention for students at risk of under-achieving.
- To make effective use of physical resources within lessons.
- To participate in collaborative planning and share good practice with other members of the department.
- To contribute to the development of the curriculum area and subject specific resources.

SCHOOL ETHOS

- To support the school aims, ethos and policies.
- To provide leadership in promoting the ethos of the school to students, parents and the wider community.
- To develop an attitude of high aspiration and achievement in the students.
- To act as a role model to students through professional conduct reflecting our expectations of high standards of appearance and courtesy by the students.

RESPONSIBILITIES

- The progress of all students assigned to teaching groups.
- To ensure appropriate lesson plans are in place for each lesson which take in to account the needs of absence cover arrangements.
- Effective deployment of assigned LSA/TA/technicians and other support staff within lessons, as appropriate, to maximise student learning.
- Support and development of assigned trainee teachers as required.

OPERATIONAL / STRATEGIC PLANNING

- To contribute to development of appropriate syllabuses, resources, schemes of work, marking and assessment policies, and teaching and learning strategies in the subject area.

- To actively monitor and mentor student progress through effective classroom interventions (including key groups: SEND, PP, G&T).
- To implement school policies and procedures.
- To work with department colleagues to help develop aims, objectives and department development plans which have coherence and relevance to the needs of students and the aims, objectives and strategic plans of the school.
- Plan differentiated lessons that take into account individual student circumstances (including key groups: SEND, PP, G&T).

CURRICULUM PROVISION AND CONTRIBUTION TO TEACHING & LEARNING

- To deliver appropriate high quality lessons in line with department curriculum plans.
- To motivate and encourage students to achieve their best and not to be constrained by targets.
- To ensure suitable work is provided and marked for students from any teaching group working elsewhere, if applicable.
- Develop and maintain an atmosphere of mutual respect with students in all classroom activities.
- To ensure appropriate delivery of cross curricular themes in line with school policy and planning.
- To ensure homework and other related activities are uploaded to the Show My Homework section of the school website.

CURRICULUM DEVELOPMENT

- To contribute, within the department, to the development of an engaging and challenging curriculum which meets the needs of the students.
- To keep up to date with national developments in the subject area(s) and regularly review teaching practice and methodology.
- To ensure that literacy, numeracy, communication skills and SMSC are reflected and promoted within lessons where appropriate.

STAFF DEVELOPMENT

- To be reflective on own practice and work collaboratively with line manager to identify development needs and participate in annual performance management review (and interim review(s)) as part of an active programme of Continuing Professional Development (CPD).
- To participate in the interview process for new posts where applicable.
- To share best practice and promote collaborative teamwork which can motivate and inspire colleagues.
- To share best practice with other departments in order to promote high standards throughout the school.
- To share best practice with all staff where applicable.

QUALITY ASSURANCE

- To engage with target setting/monitoring for each individual student within teaching/ tutor / mentoring groups in order to maximise attainment.
- To ensure that school quality control procedures are in operation in all lessons taught.
- To contribute towards department self-evaluation and to seek and implement modifications when required.
- To work with (and contribute to) the department improvement and development plan.

RECORD KEEPING, ANALYSIS AND MANAGEMENT OF DATA

- To keep up to date with, and regularly mark student work in line with established school (and department) policy. Guidance can be found in the school marking and feedback policy.
- To maintain records of student attainment in line with school policy and procedures and ensure that the school information system is up to date with relevant data.

- To be actively aware of current attainment (levels/grades) achieved by each student.
- To identify and take appropriate action on issues arising from data, systems and reports.
- To produce accurate student reports within the published deadlines.

COMMUNICATIONS

- To communicate effectively and positively with students and their parents.
- To liaise with examination boards, awarding bodies and other relevant external bodies as and when appropriate

MARKETING AND LIAISON

- To attend parent consultation evenings, parent tutor meetings, open evenings and other school events.
- To communicate positively and professionally at these events, reflecting school policy and ethos.

MANAGEMENT OF RESOURCES

- To manage the available resources of space and equipment efficiently and within limits, guidelines and procedures laid down.
- To proactively engage with provision and use of the school website
- To be responsible for aspects of requisitioning, organising and maintaining equipment, stock and keeping appropriate records.
- To maintain a stimulating, safe and tidy teaching area.

STUDENT WELFARE

- To monitor and support the overall progress and development of students.
- To liaise with the relevant pastoral leader regarding progress of students in teaching groups.
- To act as a tutor (if applicable) and carry out duties associated with the role as outlined in the tutor job description.
- To contribute to PSHE and the tutor ethos programme as required.
- To electronically register students in every lesson.
- To ensure the behaviour management system is implemented consistently so that effective learning can take place.
- Develop and maintain high standards of effort and discipline amongst the students by the use of appropriate school based rewards, agreed goals and sanctions as appropriate.
- Promote rewards and strategies for students making good/improved progress.
- Support colleagues in the consistent implementation of whole school policies, rules and procedures.

ADDITIONAL DUTIES

- To play a full part in the life of the school community, supporting others and supporting the school's distinctive ethos.
- To contribute to the overall progress, achievement and attainment of students via appropriate extra-curricular provision.
- Attendance at designated school meetings.
- To work within duty teams to ensure effective supervision of students before school and at break time.
- To contribute to the supervision of students at lesson changeover by:
    - Dismissing students in an orderly fashion after the bell has sounded
    - Take responsibility for the area immediately outside of your teaching area
    - Welcoming students promptly into lessons

OTHER SPECIFIC DUTIES

- To continue personal professional development as agreed.
- To engage actively in the performance review process.
- To undertake any other duties as specified by STPCB not mentioned in the above

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

This job description is carried out in accordance with provisions of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document. It is also advised that you make reference to the current Teachers' Standards, published by the DFE.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunity for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

NEWLY QUALIFIED TEACHERS

All Newly Qualified Teachers (NQTs) are placed on a specifically designed induction and review package and performance will be monitored against the NQT standards throughout the year. This performance and progress will be recorded on the Hampshire NQT Manager database and must be signed off termly by the Headteacher.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Please refer to the school child Protection Policy and other policies related to student welfare.

Signed: _____ Date: _____

October 2017

Aldworth School

Western Way, Basingstoke, Hampshire RG22 6HA
Tel: 01256 322691 • Fax: 01256 819756

Headteacher: Denis McCabe BSc(Hons) MA
E-mail: enquiries@aldworth.hants.sch.uk
Website: www.aldworth.hants.sch.uk

Dear Colleague

Re: Temporary Teacher of MFL (Mostly German) – Maternity Cover

Thank you for your enquiry about the post of temporary maternity cover Teacher of MFL at Aldworth School. Please consider the information contained within the application pack carefully and I hope that, having considered the information available, you are able to submit an application.

The successful applicant can be assured of the support of a number of excellent colleagues and an experienced and organised Curriculum Leader. If you are appointed you will benefit from our INSET programme and will have access to a high quality induction process.

This is a truly comprehensive school in which boys and girls, regardless of ability and background are provided with the opportunities to succeed. For those who have special educational needs we offer in-class and individual support. We also take pride in developing our more able students both within lessons and in additional extra-curricular activities.

Aldworth has built up the reputation of being a very successful, popular and inclusive school. We believe in developing our staff and have a comprehensive induction programme. Many staff have benefitted from studying for additional qualifications, including Masters Degrees and Specialist Higher Diplomas which are funded by the school. Staff morale is high and teachers are ambitious for themselves and the students they teach.

This is an exciting time for Aldworth School, which continues to go from strength to strength as numbers on roll have steadily increased over recent years and we are close to our maximum capacity of one thousand students. We are close to our maximum capacity in terms of student numbers and are heavily oversubscribed for the Year 7 intake in September 2017. The school is also in a healthy financial position allowing us to expand our Senior Leadership Team.

We were inspected by OFSTED in March and received an overall requires improvement judgement (behaviour and welfare good). Whilst we were disappointed with this judgement we are confident of making rapid progress over the months to come and this is an exciting opportunity for an ambitious colleague to join the team and make a difference.

The school has an excellent ethos, reflected in some of the comments from our 2017 OFSTED inspection:-

- ***Leaders have taken decisive action to improve behaviour across the school. As a result, pupils' conduct is good.***
- ***The governors have made significant changes to the way they work. They have made the most of the opportunities to restructure and refresh their work following the renaming of***

the school in 2013.

- ***Pupils receive good guidance on their next steps. As a result, more pupils than the national and local average go on to further education and employment.***
- ***The Headteacher and his leaders are ambitious for the pupils in their care. They have high aspirations for pupils and have overseen a rise in the standards of attainment.***
- ***Parents are very supportive of the school and report that their children are well-looked after.***
- ***Pupils are proud of their school. They are smartly dressed and are respectful towards staff and visitors alike.***
- ***Leaders know the strengths and weaknesses in the school.***
- ***The arrangements for safeguarding are effective. There are good systems in place that ensure that pupils are safe and well cared for.***
- ***There are many opportunities for pupils to develop their leadership skills. These include taking up roles as mentors, sports leaders and members of the students' council.***
- ***Pupils are proud of their work and the standard of presentation is improving across all the subjects. When they receive useful advice, they act on this and commit to refine their work. Pupils are increasingly confident when tackling more challenging work.***
- ***The achievement of the most able pupils is recognised as a priority for leaders.***
- ***Reading is well established in the school. There are good systems to promote reading and useful support for pupils who need additional help to catch up. Consequently, pupils who arrive with lower than average reading scores, make good progress following targeted intervention.***

We have a very positive but supportive and caring ethos in which we focus on the progress of each individual student. We welcome applications from experienced teachers; please refer to the job description and person specifications below.

We take the safety of our students very seriously and as such appointments will be subject to full safeguarding checks, including an enhanced DBS check. The closing date for applications is Monday 30 October 2017 at 12pm and interviews are likely to take place week commencing 30 October 2017. I look forward to receiving your application. In the meantime if you have any queries about the position please do not hesitate to contact me.

Yours sincerely

Denis McCabe
HEADTEACHER

Classroom Teacher: MFL

Person Specification

QUALIFICATIONS	Essential	Desirable
Educated to honours degree or above	✓	
Qualified Teacher Status (QTS) or currently in training for QTS	✓	
Other professional qualifications		✓
KNOWLEDGE AND SKILLS	**Essential**	**Desirable**
A successful classroom practitioner	✓	
Knowledge of the National Curriculum	✓	
Excellent knowledge of own subject area	✓	
Ability to use a range of strategies and differentiated lessons to promote learning	✓	
Ability to manage and encourage good behaviour	✓	
Ability to develop positive working relationships with students	✓	
Ability to use ICT effectively	✓	
Understanding of how data is used to inform planning and improve student performance	✓	
Ability to communicate progress to students and their parents/carers	✓	
Inspire confidence in students, staff, parents and governors	✓	
A good understanding of child protection procedures	✓	
Ability to analyse data to use in informing planning and preparation		✓
SUBJECT SPECIFIC REQUIREMENTS	**Essential**	**Desirable**
Ability to teach at least one language to Key Stage 4 level	✓	
Ability to teach at least one additional language to Key Stage 3 level	✓	
PERSONAL QUALITIES	**Essential**	**Desirable**
Ability to motivate students to maximise progress and achieve their full potential	✓	
Demonstrate a positive attitude that reflects the ethos of the school	✓	
The ability to work in a team collaboratively with others	✓	
Excellent communication skills and the ability to understand the views of others	✓	
Demonstrate personal enthusiasm for and commitment to the learning process	✓	
Demonstrate the principles and practice of high quality teaching and learning	✓	
Firm but fair and caring approach	✓	
Flexibility and willingness to develop skills / career further	✓	
Resilience and stamina	✓	
Have high personal professional standards	✓	
Ability to plan strategically		✓
Willingness to be involved in extra-curricular activities		✓