Aspirations Academies Trust
in association with AUI and QISA

Tachbrook Road, Feltham, Middlesex, TW14 9PE
Tel: 020 8751 9888
Email: info@aspirationsacademies.org
www.aspirationsacademies.org

Magna Academy Poole
an Aspirations Academy

Deputy Head of MFL (French and Spanish)

MPS/UPS (+TLR 2b £4701)

with opportunity to also become a Lead Practitioner and/or Specialist Leader of Education
(with salary enhancement onto the Leadership scale)

Applicant Information Pack









Ofsted Outstanding 2014 2015

National Teaching School designated by National College for Teaching & Leadership

National Support School designated by National College for Teaching & Leadership

'To be ... inspired in the present to reach those dreams' Dr Russel J Quaglia

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Welcome to Magna Academy

Thank you for considering Magna Academy Poole for your next appointment. We seek an excellent Deputy Head of MFL (French and Spanish) **(September 2018 start). This position has arisen due to the continued growth of the Academy (we are rapidly expanding and will reach 1200 students by 2019) and designation as a NCTL National Teaching School and National Support School.**

Our Academy is a vibrant and exciting place to work and was graded as outstanding in all areas by OFSTED in June 2015. In 2016, Magna achieved a Progress 8 score of 0.52, **placing us well within the top 5% highest performing schools nationally.** We have a desire to be in the top 1%.

'This is an outstanding school. Teachers have high expectations of their students, who respond by producing excellent work.' **(OFSTED, June 2015)**

'Students make exceptional progress.' **(OFSTED, June 2015)**

'The behaviour of students is outstanding. They are exceptionally keen to learn, and show real enthusiasm in lessons.' **(OFSTED, June 2015)**

Magna Academy is different. Our teaching approaches have been influenced by charter schools in US inner cities and innovations from cognitive science. There are no unwieldy, impossible marking policies, no graded lesson observations and our students' behaviour is impeccable, supported by same-day centralised detentions. We also teach a rigorous academic curriculum consisting of the best that has been thought and said.

Central to the philosophy of our Trust is the innovative Aspirations Framework, which outlines the belief that for all students to have high Aspirations**, three Guiding Principles must be present: Self-Worth, Engagement, and Purpose.**

If you are able to visit, you will see a scholarly culture with impeccable behaviour, highly engaged students and silent corridors. At the same time, we are very outward-facing and humble. We know we haven't yet got everything right, and are driven to continuously improve and aspire to become one of the best schools in the country.

The Aspirations Academies Trust – Company Registration Number: 07867577
Chief Executive: Steve Kenning

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The MFL Department

The MFL department is an outstanding, high performing and dynamic team, currently consisting of five teachers and one 1:1/small group French/Spanish tutor. The department consists of an established, highly skilled and experienced team, including one Vice Principal and a Head of Department.

The department currently offers French, Spanish and Latin (at KS3). We are open to offering further languages as we grow as an Academy. We are also very interested to hear from you if you would like to be involved in the delivery of Latin at KS3.

The MFL department achieve outstanding results. In 2016, 100% of students achieved A*-C in GCSE French and 92% in 2017. The department in 2016 was ranked in the top 6% of highest performing MFL departments in England for progress.

They are housed in a state of the art MFL area with a mix of classrooms, applied learning spaces, 1:1/small group French/Spanish tutor room and the capacity to adapt to different learning strategies. All rooms are equipped with SMART boards.

There is a highly challenging curriculum in place from Year 7. All Year 7 and 8 students study 3 hours of French and 2 hours of Spanish per fortnight. In Year 7 and 8, our students follow the IBES 13+ syllabus and sit the 13+ exam. We have recently introduced this and have done so to help provide the rigour and challenge needed at KS3, so our students are fully prepared for the demands of the new GCSE French/Spanish courses. We also wish to benchmark our curriculum against the leading independent schools in England.

French and Spanish are offered as GCSEs from Year 9. 6 hours per fortnight is given to French/Spanish from Yr 9-11, with 5 hours per fortnight in Yr 7 and 8. The GCSE exam board is currently AQA.

We hope to introduce A Level French/Spanish as soon as possible.

We believe in teaching to the top and scaffolding downwards for all students.

One member of the department also currently delivers Spanish to Year 5 students in our two sister primary academies. Both academies will have Year 6 for the first time from September 2018.

The role is important to the continuing progress of the Academy. Further experiences and skill development will be provided to support your career development and promotion opportunities. Excellent further professional development is offered by the Academy, including excellent support and CPD.

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As a Lead Practitioner/Specialist Leader of Education you would play a key role in further developing the curriculum and pedagogy in MFL and across the Academy/Teaching School Alliance..

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What we offer:

We have very high expectations of our staff, but we value them highly, and treat work load very seriously. Our systems ensure you can really focus on your core purpose – teaching, in a sustainable way, unhindered by bureaucracy or poor behaviour.'

- **Great students who behave impeccably – you can make a massive difference to them**
- **Tight, robust, no-excuses behaviour systems**
- **Highly visible and supportive senior leaders, who have your back**
- **Same day centralised detentions, including homework detentions (you do not need to organise, run or chase them at all), helping to underpin impeccable behaviour, so you are free to teach**
- **A feedback policy focused on whole class feedback – you do not need to mark exercise books – we do not have onerous and impossible marking policies**
- **A centralised homework system at KS3 – you do not need to check or mark KS3 homework**
- **No formal graded lesson observations – just ongoing 'no-stakes' feedback, helping you to continuously develop – we believe that trusting our staff with autonomy helps to develop a strong staff culture**
- **Collaborative planning with centralised, shared units of work and resources**
- **CPD starts as soon as you are appointed**
- **Excellent ongoing CPD, career development and promotion opportunities**
- **A professional progression model to enable great teachers to remain in the classroom via our Lead Practitioner (LP) and Specialist Leaders of Education (SLE) routes**
- **State of the art facilities, and a very pleasant location in beautiful Dorset**

What we are looking for:

The successful candidate will be:

- **an excellent teacher (and leader) of French and Spanish**
- **someone wishing to further develop their career, taking leadership responsibility in the MFL team (precise leadership roles would be negotiated)**
- **someone who does whatever it takes to ensure the life chances of all our students are maximised. They will blend extreme personal humility with intense professional will.**
- **totally aligned to our values and mission. If you are the type of person who fits with our culture, you will love working here.**

Learn more about Magna Academy at: www.aatmagna.org

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Magna Academy is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to an enhanced DBS check before taking up the post.

It is an excellent opportunity for someone wishing to further develop their career, with development opportunities to take on TLR responsibilities and become a Specialist Leader of Education (SLE) and/or Lead Practitioner (paid on the Leadership pay scale).

As a rapidly growing academy, that will be at full capacity in 2019, **and as a newly designated NCTL National Teaching School and National Support School,** you would be joining us at a very exciting time and become part of a vibrant learning community that will offer you fantastic opportunities for CPD, career development, future promotions and for you to be able to make your mark.

There is the opportunity to be part of the curriculum planning team 2018/19 for the new all-through age 4-18 Bournemouth Livingstone Academy opening in September 2019 with the possibility of future appointment to the staff of this exciting new Aspirations Academy.

We actively welcome visits and would be delighted to show you around our Academy in order to fully appreciate our excellent learning environment.

Next steps:

Magna Academy Poole offers an excellent opportunity for an ambitious, talented individual looking to develop their career. We would be delighted to show you around our Academy in order to fully appreciate our excellent learning environment. **We strongly advise a visit as this Academy is unlikely to be like anything you have ever seen. Please contact zchallis@aatmagna.org or 01202 604222 to arrange a visit or an informal, confidential discussion about the role.**

How to Apply:

To apply, please click on the "quick apply" button to submit an online application.

Closing date for applications: 9am Monday 26th March 2018.

Yours faithfully,

Richard Tutt
Principal

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