



Teacher of Modern Foreign Languages (Spanish)

Full time permanent Spanish teacher with French
(September 2018)

Information for Applicants



Weavers Academy

Striving for Success, Focusing on Learning

Dear Applicant

Thank you for showing an interest in teaching at Weavers Academy.

This is an exciting time for the school following our Ofsted inspection last May where leadership, teaching, outcomes, personal development, behaviour, welfare and post-16 programmes were all judged good.

In particular, we are absolutely delighted that inspectors noted that the culture of higher expectations had resulted in the rapid improvements seen in recent times.

However, we are not complacent.

We aspire to being a school of first choice for the community, a beacon of hope, a provider of not just a 'good' education, but a 'world class' one! We want our staff, students, families and governors to judge Weavers Academy to be an outstanding school and we want to have that externally verified by Ofsted when they next visit us.

There is still a distance to travel but our improvement journey is now in a new and very exciting phase. Although students in all year groups make good progress across a range of subjects, further early targeted intervention is needed to ensure that all students – including the most able – make the good progress of which they are capable and achieve the highest levels of attainment.

Whilst Ofsted noted the good behaviour and attitudes to learning of the students, we want to drive this area of the school's work further forward so that outcomes are good and better for everyone.

We are looking for a colleague who is able to seize the initiative, who enjoys solving problems, is analytical but highly creative. You will need to be driven to deliver, be able to remain constructive under pressure and consistently demonstrate the communication and collaborative skills needed to persuade and influence others.

If you feel that you possess these professional characteristics and are ready to take the next step we would like to hear from you. Please submit a short supporting statement (no more than 2 sides of A4) outlining how you feel that you fit the requirements of the person specification.

The application deadline is **9am on Tuesday 22 May 2018 with interviews later the same week**

Applicants should refer to the 'Guidance on the Application Process' provided.

Your sincerely,



Vivien Swaida
Principal



The Creative Education Trust is committed to safeguarding and protecting the welfare of children as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the academy on its behalf.

CET

Creative Education Trust

The Creative Education Trust is a charity and social enterprise set up in 2011 with support from leaders in the creative industries, innovation - based businesses and education.

Their mission is to improve standards of education and skills for children and young people across the UK, equipping them to be successful adults in the competitive, globalised world of the future. The creative, problem solving, innovation and making skills used in design, engineering, high-tech manufacturing and architecture are at the heart of their approach to learning because these skills are at the heart of the UK economy of the future.

They are delivering their mission through exciting innovations in curriculum, teaching and learning which are driving educational improvement and developing students with modern employable skills in their growing number of primary and secondary academies across England.

Their ambition is to be among the very best providers of publicly-funded education in the country. They are achieving their aims through:

- Educational rigour
- Organisational effectiveness
- Financial efficiency
- Partnership and respect for local identity
- Respect for autonomous leadership
- Quality not quantity
- Promoting practical creativity



MFL Learning Area

Languages at Weavers Academy

Come and join the MFL team at Weavers Academy!

With the appointment of new leadership in French and Spanish together with exciting bespoke, developmental opportunities for pedagogical innovation and learning, progress has rapidly improved. Students enjoy learning languages and this was commented on recently by Ofsted: 'there is a real buzz about learning at the school'. We place great emphasis on developing independent learning.

The department has consistently achieved strong results at GCSE. Our most recent results were our best to date with 100% of Spanish students and 75% of French students achieving grades A* - C.

Colleagues that work within the MFL area are highly collaborative. They share lead practice in a variety of ways and provide each other with developmental support on an ongoing basis. We have expertise in French, Spanish, Portuguese, German and Japanese. There are currently four full-time MFL specialists and the subject is taught in KS3, KS4 and at Post-16.

Collaboration, joint-planning and team-teaching is at the heart of our ethos and all teachers are involved in these aspects on a regular basis. This is what has led to our growing success.

This is an exciting time to join the MFL curriculum team. The school has the confidence of the community and is a first-choice for large numbers of parents. Our roll is expanding and therefore the provision of MFL is increasing.

MFL Curriculum

MFL is continuing to grow in popularity at KS4.

Students follow the AQA French or Spanish specification which they study in Years 10 and 11. Students have seven 60 minute periods per fortnight.

In KS3, all students have four 60 minute MFL lessons per fortnight. These are particularly focused on:

- Acquiring and developing a solid foundation in grammatical awareness.
- Acquiring and developing a wide knowledge of vocabulary on a range of topics; and
- Acquiring and developing cultural awareness of the language being studied.

We are strong practitioners within PiXL and within the CET academy family of schools. We provide school-to-school support and enjoy being part of wider collaboration and national initiatives.



Job Description

Teacher of Spanish

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Job Description

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks.

JOB TITLE: Teacher of Spanish (with French desirable)

JOB PURPOSE :

1. To contribute to raising of standards of student achievement.
2. To monitor and support the overall progress and development of students as a teacher/Form Tutor.
3. To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
4. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
5. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

RESPONSIBLE TO: Head of Spanish/MFL

SAFEGUARDING: Every member of staff has a responsibility to be proactive in securing safeguarding for all students in line with School policies and procedures.

SPECIFIC RESPONSIBILITIES:

Strategic Planning:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Learning Area.
- To contribute to the Learning Area Raising Achievement Plan and its implementation.
- To contribute to the achievement of the academy development plan and its implementation.
- To plan and prepare courses and lessons.

Curriculum Provision:

- To assist the Head of Spanish, to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives including those that relate to outcomes in Spanish.

Staffing:

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- Staff Development – to continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the Performance Management Review process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To help manage and co-ordinate the work of other staff where appropriate.

Quality Assurance:

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management Information:

- To maintain appropriate records and to provide relevant accurate and up-to-date information for registers, information management systems etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.

Marketing and Liaison:

- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Pastoral system:

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with RSL's to ensure the implementation of the school's pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
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- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To contribute to PSHCE and citizenship and enterprise according to school policy.
- To apply the Behaviour management systems so that effective learning can take place.

Teaching:

- To teach, students according to their educational needs, including the setting and marking of work.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards or work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required and to ensure that students are routinely responding at an appropriate level.

Other Specific Duties:

- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- To take an equitable part in the cover system of the school according to policy and regulations.
- To undertake any other duty 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.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

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



Person Specification

SELECTION CRITERIA (no priority order)			
Qualifications	Essential	Desirable	Assessed by
Qualified Teacher Status	X		A, R
High standard of communication including literacy	X		IT, I, A
Fluency in Spanish	X		A, I, LO
Commitment to Safeguarding	Essential	Desirable	
Safeguarding checks will be carried out in line with all DfE and other statutory requirements	X		R
Motivation to work with children and young people	X		A, R
Commitment to, and belief in, the equal value of all students	X		I R
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		A, R, I, LO
Ability to raise the self-esteem and expectations of children and young people	X		A, I, LO
Emotional resilience in working with challenging behaviours and attitudes to the use of authority and maintaining discipline	X		A, R, LO
Teaching and Learning	Essential	Desirable	
Expertise in planning the progression of subject skills within individual and across sequences of lessons	X		IT, LO, I, R
Proven track record of good Spanish teaching, speaking and listening including marking and assessment	X		A, R, I
Knowledge and understanding of the subject requirements for Spanish	X		A, R, I, IT
Successful experience of teaching Spanish	X		A, R, I
Proven track record of strong, effective behaviour management strategies	X		A, R, LO
Interpersonal Skills	Essential	Desirable	
Ability to communicate effectively and relate well to all stakeholders	X		A, R, I, LO
Willingness to contribute to extra-curricular activities	X		I, A, R
Ability to work as part of a team	X		A, R, I
Personal Qualities / Skills	Essential	Desirable	
Creativity, energy and enthusiasm with a 'can do' and 'will do' attitude	X		A, R, I, LO
Evidence of working constructively under pressure	X		A, R, LO

The selection criteria above will be assessed in the following ways: -

Key:

A = Application

LO = Lesson observation

R = Reference

IT = In tray

I = Interview

How to Apply

To apply for this position please complete a teaching staff application form, and a letter of application of no more than 2 sides of A4.

Please return them by email to HRManager@weaversacademy.org.uk or by post to the HR Manager, Weavers Academy, Brickhill Road, Wellingborough, NN8 3JH. CVs are not accepted.

Closing date: 9am on Tuesday 22 May 2018 with interviews later that week.

(Start date: September 2018).

The successful candidate will be subject to an enhanced DBS check. The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

