

**Closing Date: 28 November 2017**

**Required for January 2018 or earlier**

**MPS /UPS**

**Teacher – French and Spanish Part Time time, Permanent**

**Pride & Professionalism Relationships Integrity Aspirations Social Justice Empowerment & Accountability**

**Every student ready for University, Every student a leader**

**Job Description**

**JOB TITLE: Teacher of French and Spanish (Part Time)**

**SALARY: MPS/UPS**

**ACCOUNTABLE TO: Curriculum Director**

**Core Purpose**

Under the leadership of the Deputy Curriculum Director, to provide support for raising standards and attainment in French and Spanish for the quality of learning and teaching and student progress in French in years 7-13 and Key stage 3 for Spanish.

**Key Accountabilities**

**Strategic responsibilities**

Inspire, motivate and influence staff and students, developing and maintaining the highest standards of teaching and learning in French and Spanish at The Crest Academy.

Contribute to developing and implementing the aims and objectives for The Academy.

Contribute to developing, implementing and monitoring policy and practice.

Provide a good role model for all members of staff and for students in all aspects of academy life; being an exemplar of all Academy policies and practices and in particular model outstanding teaching in French and Spanish.

Actively promote the aims of the Academy.

Offer guidance and support to colleagues.

**Operational Responsibilities**

Contribute to raising standards of attainment in French and Spanish by improving teaching, learning and assessment practice.

Contribute to planning the teaching and learning of French and Spanish in all Key Stages and ensure that all schemes of learning are appropriate for students, produced in line with Academy policy, kept up to date and adhered to by staff.

Monitor the performance and progress of students in relation to French and Spanish and take appropriate action and intervention to ensure progress for individuals and groups of students.

Report regularly on standards and progress in French and Spanish in line with Academy policy analysing progress and identifying under-performance among students

Be accountable for standards achieved in Spanish and be accountable for standards achieved by students.

Ensure that Academy requirements are met for the assessment, recording and reporting of learner progress, using a range of internal and external data as appropriate.

Ensure that arrangements for cover supervision are supported by high quality appropriate resources and materials.

Uphold and implement all Academy policies in the discharge of the duties of the post and in particular promote inclusive practice ensuring that all students have equality of opportunity.

Contribute to Academy self-evaluation and to continuing professional development as required.

Implement development and improvement plans in line with Academy policies and priorities, based on assessment of current position, expected progress, ongoing analysis of strengths, areas and targets for improvement and using outcomes of self-evaluation, inspection and other monitoring/evaluation.

Take responsibility for overall behaviour management within individual Spanish lessons to ensure a safe, secure and structured learning environment.

Participate in Academy leadership and management processes and performance management as directed.

Develop own confidence and ability to explore research based new approaches to pedagogy.

Appropriately manage resources.

Support the development of continuity and progression in language and literacy for all learners.

Maintain a high profile at transition points in the school day and undertake lunch and other supervision duties.

Attend and participate in regular meetings specified within the academy meeting cycle.

Lead, manage and support school functions as appropriate.

All staff at the Academy will work with learners in a Form Tutor role.

*All teaching staff are expected to maintain the relevant standards as set out in the ‘Professional Standards for Teachers’*

*All post holders are accountable through the Academy Performance Management Policy.*

*The Governors and Principal are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruitment procedures are effectively in place.*

**Note: This job description is not prescriptive and may be changed, in consultation with the post holder, to meet the changing needs of the Academy. This job description does not form part of any Contract of Employment. It describes the duties which the post-holder is required and expected to perform.** **This is a whole academy role.**

**Person Specification**

The person specification sets out the criteria to be used in determining whether an individual is likely to be able to undertake the duties in the job description

**Education & Training**

Qualified Teacher Status

First/Second Class Degree in French and Spanish

Willingness to continue to develop own expertise (evidenced through continuing professional development).

Appropriate qualifications, experience and any other requirements needed to perform the role in relation to safeguarding and promoting the welfare of children and young people.

**Teaching Experience**

Evidence of consistently good or outstanding teaching and learning

Evidence of good or outstanding classroom management skills

The ability to use ICT effectively to engage students

The ability to create effective lesson plans

An understanding of how to use assessment to inform planning for good teaching and learning

The ability to differentiate materials to meet the needs of learners

Experience, or the desire to be involved in a curriculum initiative

Experience, or the desire, to raise standards of achievement

**Skills & Knowledge**

Excellent subject knowledge

Good ICT skills and their application to teaching with subject specialism

Good classroom practitioner, able to motivate students

Able to build good relationships with students and colleagues

Ability to work with initiative, as an individual and as a team member

Ability to communicate effectively with different audiences, orally and in writing

Well organised and able to maintain accurate records

Awareness of current educational developments

Ability to reflect on practice

**Personal Qualities**

Hardworking and committed to inclusive education

A commitment to excellence and working in partnership

A willingness to learn and develop new skills

Capacity for working under pressure

The Crest Academy is committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community. We are committed to the protection of children and vulnerable adults.

This appointment is subject to a clear DBS check to an enhanced level.

**Closing date: 28th November 2017**

Please download the application form from our website at The Crest Academy <http://thecrestacademy.org/about-us/staff-vacancies/>

**Please return completed applications to** [thecrestacademyhrhelpdesk@e-act.org.uk](mailto:thecrestacademyhrhelpdesk@e-act.org.uk)