



# Teacher - Spanish

## Application Pack

Pool Hayes Academy,  
Willenhall, West Midlands

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Willenhall, West Midlands



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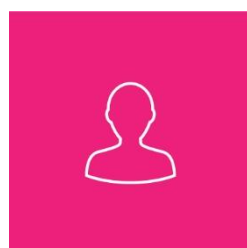
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Improving Education **Together.**



# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

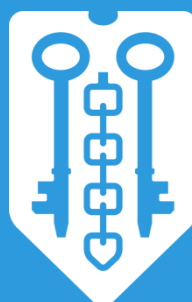
As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.



## 02. Pool Hayes Academy Information

Pool Hayes Academy is part of the Academy Transformation Trust family of academies.

At Pool Hayes we believe in working together to achieve our best in a supportive and safe environment.



Pool Hayes  
Academy

Based in Willenhall, in the West Midlands, Pool Hayes Academy is a fantastic academy for 11-18 year old pupils and retains strong links within the local community making itself a genuine hub for the locale.

The academy draws its pupils largely from Willenhall but we have experienced substantial growth over the last two years the range of intake has grown significantly and is currently over-subscribed.

### Academy Ethos

Our academy ethos is displayed all around the school and is known as the RAPS. It stands for Responsibility – Aspiration – Perseverance – Success and these are the qualities that we seek to instil in your child throughout their time at our school and when they go out into the wider world.

### The Pool Hayes Key to Learning

The Pool Hayes Key to Learning provides a consistent framework and common language to support students in securing effective learning and teachers in delivering effective teaching.

### Ofsted

The academy is making positive strides forward and prior to becoming an academy, recently secured its first ever 'good' grades for Leadership & Management, Personal Development, Behaviour & Welfare and 16 to 19 Study programmes. Nonetheless, having begun its recent journey from a low base, the current excellent momentum needs to be continued as the academy moves onwards towards outstanding.

To find out more, please visit [www.poolhayes.attrust.org.uk](http://www.poolhayes.attrust.org.uk)



## 03. Job Description

### Teacher - Spanish, Secondary Academy

The Post holder will be expected to undertake duties in line with the professional teacher standards for qualified teachers and work towards meeting these standards.

#### Key responsibilities are:

- > to embrace our vision
- > to take a leading role in embedding a culture that promotes excellence, equality, high expectations and aspirations of all pupils in our care
- > to take a leading role in embedding a culture and systems which ensure that safeguarding and child protection are of the highest priority
- > be outcome driven with the goal of achieving outstanding outcomes
- > work with pupils and staff to raise attainment and improve progress
- > ensure assessment practice is robust and accurate
- > facilitate collaborative working across ATT academies and between subject areas
- > to support the development of our family of academies
- > ad hoc duties as required

# Responsibilities of All Teachers

## Overview

The successful candidate will:

- > inspire students to achieve their very best
- > ensure all teaching is rated as Good or better
- > ensure all students make Outstanding progress and achieve challenging targets
- > fully implement all academy policies and procedures

## Pupils

The successful candidate will ensure that:

- > pupils are always engaged in safe and healthy educational activities in an environment that is rich and colourful and designed to promote enjoyment and excitement in learning
- > the progress of the subject's pupils is monitored and recorded in such a way that, at each stage of development, sufficient information is available to make the most accurate and appropriate decisions concerning individual pupils and thus provide them with personalised support
- > pupils receive efficient, effective and appropriate education according to their individual needs and abilities
- > the academy's Behaviour Policy is implemented effectively

## Curriculum & Planning

The successful candidate will:

- > plan highly effective lessons, schemes of work and curriculum maps
- > review own lessons and effectiveness of own planning
- > contribute to development of curriculum, homework and other projects
- > plan with LSAs to meet individual students on the Additional Needs Register

## Teaching & Learning

The successful candidate will:

- > implement all academy policies and procedures
- > make effective use of resources, including ICT
- > take part in peer skill exchanges, observations, coaching and mentoring
- > ensure all students can engage and achieve in lessons
- > maintain the professional standards for main scale teachers as set out by the TDA

## 03. Job Description

### Assessment

The successful candidate will:

- > fully implement the academy policy and procedures to a high standard
- > plan for assessment for learning in every lesson
- > ensure tracking data is accurate

### Care, Support & Guidance

The successful candidate will:

- > lead a tutor and mentor group
- > develop positive can-do attitudes within students, encouraging high aspirations and ensuring all students make exceptional progress
- > to be aware of and implement when necessary the academy's Child Protection procedures

### Liaison

The successful candidate will:

- > work closely with all support colleagues
- > work collaboratively with the community to develop ideas, opportunities for students and best practice
- > form effective relationships with parents and other parties

### Ethos

The successful candidate will maintain:

- > our vision to aspire to create a learning community built and sustained by a culture of citizenship, respect, trust, honesty, well-being and financial independence
- > an environment where all members of the academy and its community actively demonstrate their care and concern for everyone and fulfil the requirements of our shared vision
- > high morale, with the Principal setting an example in terms of professional standards and leadership

### Specific Duties of Post:

- > Support the Director of Learning, Principal and Governors by providing high quality provision for students at all levels.
- > Have high expectations of children and young people including a commitment to ensuring that they can achieve their full potential and establishing fair, respectful, trusting, supportive and constructive relationships with them.
- > Hold positive values and attitudes, and adopt high standards of behaviour in your professional role.
- > Maintain up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which you work, and contribute to the development, implementation and evaluation of the policies and practice in your workplace, including those designed to promote equality of opportunity.
- > Communicate effectively with others including; learner, colleagues' parents and carers.
- > Self-evaluate your performance and role model continuous professional development.
- > Maintain up-to-date knowledge of a range of effective teaching, learning and behaviour management strategies. Apply and adapt these as part of a personalised learning experience to ensure all learners have opportunities to reach their full potential.
- > Understand and apply the relevant statutory and non-statutory curricula and frameworks. Including those provided through the National Strategies for your subject(s)/curriculum areas and other relevant initiatives across the full age and ability range you teach.
- > Maintain a secure knowledge and understanding of the subjects/curriculum areas you teach including; the contribution that your subject(s)/curriculum areas can make to cross curricular learning, recent relevant developments, and related pedagogy.
- > Make effective personalised provision for all those you teach, including those for whom English is an additional language or who have special educational needs or disabilities. Taking practical account of diversity and promoting equality and inclusion in your teaching.
- > Managing learner's behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the academy's behaviour policy.
- > Applying the assessment requirements and arrangements for the subject/curriculum areas you teach, including those related to public examinations and qualifications.
- > Applying a range of approaches to assessment, including formative assessment.
- > Establishing a purposeful and safe learning environment which complies with current legal requirements, national policies, and guidance on the safeguarding and wellbeing of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning and the school.
- > Drawing on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and referring to sources of information, advice and support from external agencies.
- > Making use of the local arrangements concerning the safeguarding of children and young people.
- > Providing effective pastoral care and guidance including fulfilling the role of academic mentor.
- > Play a leading role in the implementation of the academy's mission statement, aims and policies including safeguarding and promoting the welfare of children and young people.
- > Actively engage in the formulation, implementation, monitoring and evaluation of the academy's improvement plan.
- > Adhoc duties as required.



# 04. Person Specification

## Teacher - Spanish, Secondary Academy

### Key responsibilities

At the academy, we strive to achieve excellence and to be judged an outstanding academy. In order to maintain the high standards and build on success of the academy, you will need to:

- > engage in a culture of high expectations and aspiration so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > continue to support the transform the quality of teaching and learning so that all pupils consistently make progress which is better than pupils nationally
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"><li>• has qualified teacher status</li><li>• holds a relevant undergraduate degree</li></ul>	<ul style="list-style-type: none"><li>• evidence of recent and relevant continuing professional development, including in leadership and management</li><li>• hold a relevant master's degree</li></ul>
Experience of	<ul style="list-style-type: none"><li>• successfully promoting good practice in a subject area</li><li>• demonstrable experience of delivering outstanding teaching and learning including adapting lesson content to support and ensure access for EAL and SEN pupils</li><li>• proven ability to deal with a wide range of student behaviours</li></ul>	<ul style="list-style-type: none"><li>• recent work in a UK secondary school/academy</li><li>• experience of inclusion strategies to support children with SEND</li><li>• proven ability to effectively work with a range of stakeholders including parents and external organisations</li></ul>

## 04. Person Specification



	Essential	Desirable
Safeguarding	<ul style="list-style-type: none"> <li>• displays commitment to the protection and safeguarding of children and young people</li> <li>• has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people</li> <li>• will co-operate and work with relevant agencies to protect children</li> </ul>	<ul style="list-style-type: none"> <li>• holds training and qualification for 'designated child protection'</li> </ul>
Shaping the future	<ul style="list-style-type: none"> <li>• can ensure creativity, innovation and use of appropriate technologies to ensure the academy 'achieves excellence'</li> <li>• can lead and respond effectively to change and challenge</li> <li>• vision aligned with the academies' high aspirations and high expectations of self and others</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Leading, Learning and Teaching	<ul style="list-style-type: none"> <li>• demonstrates excellent understanding of the principles of effective teaching and learning in all phases</li> <li>• has excellent and current knowledge of subject curriculum requirements and can implement, monitor and support these effectively</li> <li>• can articulate characteristics of outstanding teaching and learning for pupils of all abilities</li> <li>• can take a strategic role in the development of new and emerging technologies to enhance and extend the learning of all students</li> <li>• is committed to continuous learning</li> <li>• able to work flexibly as a member of a team</li> <li>• can maintain effective working relationships with colleagues at all levels</li> <li>• is a "Good" or "Outstanding" teacher</li> </ul>	<ul style="list-style-type: none"> <li>• is an outstanding classroom practitioner within secondary education</li> <li>• has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEN and vulnerable</li> </ul>



## 05. How to apply

Pool Hayes Academy,  
Willenhall, West Midlands

### Salary:

M1 to UPS3

### Closing date:

16 November 2017

### Interviews:

TBC

### Start Date:

January 2018 or ASAP

### Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please contact the academy on 01902 368 147.

### Applying

Please apply by visiting  
[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies)

# Forward as one. Improving Education Together.

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