



April 2018

Dear Colleague,

Thank you for expressing an interest in the role of temporary **French Teacher** at Tauheedul Islam Girls' High School and Sixth Form College.

These are exciting and important times for Tauheedul. The school has been transformed over the past few years. We have established systems and structures to support its mission statement 'to promote educational excellence from within a caring and secure Islamic environment'. We also have a high-achieving Sixth Form and are located in the Beardwood area of Blackburn, with fantastic facilities for learning and play. We are now part of a Multi-Academy Trust, within a family of faith and non-faith schools across the country.

Our Girls' School is one of the leading schools in the country. Over the past few years, Tauheedul Islam Girls' High School & Sixth Form College has:

- Achieved the highest of standards, with exceptional results in both our main school and our Sixth Form.
- Been judged by the Department for Education as one of the best schools in the country for students with low achievement at primary school and students from deprived backgrounds.
- Been designated as 'Outstanding' by Ofsted and a 'Teaching School' by the National College to lead on teacher training and provide school improvement support to other schools.
- Developed a Sixth Form with over 160 students studying A Level and vocational studies.
- Developed into a 'Specialist Leadership' academy with an ambitious vision – nurturing today's young people, inspiring tomorrow's leaders.

However, there is so much more to achieve. The school wishes to sustain and enhance the quality of its provision, invest even more in the effectiveness of its staff and students, and provide personalised excellence through enrichment opportunities for all of its students. In order to support this vision, the school is looking to appoint an outstanding French Teacher to cover a maternity absence in a highly organised and very high-achieving faculty. As part of the role, you would teach French to students working towards a GCSE qualification.

Our vision is to 'Nurture Today's Young People and Inspire Tomorrow's Leaders'. We aim to foster a leadership campus at Tauheedul; one where opportunities are tailored for the personal needs of each learner and their family, enriched with the values of discipline, mutual care and respect which extend beyond the school into the wider community.

As a Faith school, we also want to nurture our learners into model British citizens who exemplify the positive values of faith and community service. As a valued member of staff at Tauheedul, we passionately believe in supporting and nurturing your talents, so that you can progress professionally and achieve your potential both at the school and beyond.

I would like to thank you again for your interest in this post and for taking the time to read through the attached documents. I look forward to receiving your application by **MIDDAY on Wednesday, 2nd May 2018**.

Yours faithfully,

(Mufti) Hamid Patel CBE

Chief Executive

Tauheedul Education Trust

Attached: Person Specification
Job Description



French Teacher Person Specification

| French Specification | | | Assessed by: | |
|---------------------------------|--|-------------------------|--------------|--------------------|
| No | CATEGORIES | Essential/ Desirable | App Form | Interview /Task |
| QUALIFICATIONS | | | | |
| 1. | A degree qualification or relevant qualification. | E | ✓ | |
| 2. | Qualified Teacher Status or working towards qualification. | E | ✓ | |
| 3. | Evidence of continuous professional development. | E | ✓ | ✓ |
| EXPERIENCE | | | | |
| 4. | Recent experience of teaching in a school. | E | ✓ | ✓ |
| 5. | Track record of delivering 'outstanding' teaching. | E | ✓ | ✓ |
| 6. | Successful delivery of outstanding attainment and achievement. | E | ✓ | ✓ |
| 7. | Innovation & creativity to engage, enthuse & progress learners. | E | ✓ | ✓ |
| 8. | Partnership and team working. | E | ✓ | ✓ |
| ABILITIES, SKILLS AND KNOWLEDGE | | | | |
| 9. | Ability to teach French to GCSE level. | E | ✓ | ✓ |
| 10. | Ability to deliver effective and outstanding learning and teaching in the classroom. | E | ✓ | ✓ |
| 11. | Ability to deliver the highest standards of classroom and behaviour management. | E | ✓ | ✓ |
| 12. | Knowledge of the latest curricula, specifications and assessment criteria in GCSE French. | E | ✓ | ✓ |
| 13. | Ability to prioritise conflicting demands. | E | ✓ | ✓ |
| 14. | Ability to set clearly articulated targets, to track progress and adopt strategies towards achieving them. | E | ✓ | ✓ |
| 15. | Ability to use ICT and technology in the classroom to deliver engaging lessons and monitor student progress effectively. | E | ✓ | ✓ |
| 16. | Ability to communicate effectively, articulately and sensitively with a range of groups and individuals. | E | ✓ | ✓ |
| 17. | Ability to provide pastoral and academic tutorial support to young people in a tutor group setting. | E | ✓ | ✓ |
| PERSONAL QUALITIES | | | | |
| 18. | Commitment to delivering after-school and pre-exam sessions as required by learners. | E | ✓ | ✓ |
| 19. | Commitment to delivering enrichment and after-school clubs in French to enthuse learners. | E | ✓ | ✓ |
| 20. | Highly organised, literate and articulate. | E | ✓ | ✓ |
| 21. | A passionate belief in the school's mission statement, including education in a school with a strong faith ethos. | E | ✓ | ✓ |
| 22. | A strong belief in the vision of 'Nurturing Today's Young People, Inspiring Tomorrow's Leaders' and the value of education in developing citizens. | E | ✓ | ✓ |
| 23. | Highest levels of professional and personal integrity. | E | ✓ | ✓ |
| 24. | A strong commitment to inclusion and overcoming barriers to learning and achievement. | E | ✓ | ✓ |
| 25. | Personal resilience, persistence and perseverance. | E | ✓ | ✓ |
| 26. | Commitment to the pursuit of continuous professional development by oneself and others. | E | ✓ | ✓ |
| 27. | Strong commitment to Fundamental British Values. | E | ✓ | ✓ |
| 28. | Sympathetic to the values of the Muslim faith. | E | ✓ | ✓ |

Nurturing today's young people, inspiring tomorrow's leaders.



French Teacher Job Description

MAIN PURPOSE

To contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure Islamic environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.

1. Strategic direction and development of the school

- 1.1 Provide inspiring & purposeful leadership for the students within a caring and secure Islamic environment.
- 1.2 Work in partnership with the Executive and Associate Principals, Senior Leadership Team, Governing Body, staff, students, parents and the Local Authority in generating the ethos and values which underpin the school enriched by mutual care and respect extending into the local community.
- 1.3 Promote and deliver the priorities and policies of the school by contributing to School Improvement and Development Planning, by consistently and persistently implementing agreed policies and initiatives and adhering to the school's ethos within and beyond the school.
- 1.4 Liaise as required with a range of educational partners to underpin the raising of student attainment.
- 1.5 Support the school's home and community liaison work through the appropriate participation in events.

2. Learning, Teaching & Attainment

- 2.1 Support the Director of Learning for the faculty, through effective management of attainment at all stages.
- 2.2 Create and maintain an environment and a code of behaviour that promotes and secures good teaching, effective learning and high standards of achievement.
- 2.3 Develop, use and apply their subject expertise to secure appropriate and consistent progress for all students across the range of background and ability.
- 2.4 Plan lessons in which students of all abilities are supported and challenged to make outstanding progress.
- 2.5 Mark classwork and formal assessments regularly to provide timely and accurate feedback to learners and inform future lessons and intervention provision.
- 2.6 Deliver after-school intervention and enrichment to ensure the highest levels of achievement and enjoyment.
- 2.7 Develop and apply a range of effective learning and teaching strategies to raise the achievement of students, maintaining an up to date knowledge of good practice in Learning and Teaching techniques.
- 2.8 Observe and be observed by colleagues and utilise feedback effectively.
- 2.9 Participate in pedagogic discussion and development, in order to share effective practice with colleagues.
- 2.10 Use performance data to inform planning and teaching, including the evaluation of students' progress and setting of appropriate targets for improvement.
- 2.11 Make effective use of links with the community including business and industry, to extend the curriculum and enhance learning and teaching.
- 2.12 Create and maintain an effective partnership with parents to support and improve student and community achievement and personal development.
- 2.13 Ensure subject policies, schemes of work & lesson planning are regularly reviewed in light of best practice.
- 2.14 Participate in the development of enrichment across the school (including for G & T students) in partnership with other schools and agencies.

3. Relationships with Others

- 3.1 Participate in the Performance Management Cycle and INSETs.
- 3.2 Participate in the induction of new staff into the school community.
- 3.3 Maintain good working relationships with colleagues, students, parents/carers, governors, the community and Local Authority and ensure all communication is consistent with the school's ethos.

4. Accountability

- 4.1 Make best use of all resources to support the attainment of students.
- 4.2 Ensure that parents/carers and students are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning.
- 4.3 Carry out any such duties as may be reasonably required by the Executive and/or Associate Principals.

This appointment is with the Tauheedul Education Trust. This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.