

**The Weston Road Academy**



**French Teacher Information Pack April 2018**



**The Weston Road Academy**  
**Blackheath Lane, Stafford, ST18 0YG**

*Aspiring and Believing to Achieve the Extraordinary*

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## Letter from Headteacher

16th April 2018

Application for French Teacher, The Weston Road Academy

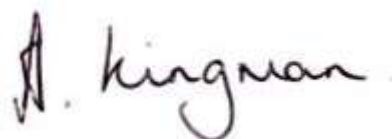
Dear Applicant,

Thank you very much for requesting details for the position of French Teacher at The Weston Road Academy. This is an exciting opportunity for a person with experience wishing to develop their career in an environment that is supportive of its staff. The successful candidate will be joining the Academy at an exciting time as it continues to grow, until we reach full capacity in 2020. We are looking to recruit for September 2018, an enthusiastic and committed teacher to join us on our journey to becoming an established, outstanding school. You will be a great teacher who cares deeply about the prospects of the young people under our care, and someone who is passionate about education within a comprehensive system.

This is an excellent opportunity for you if you are seeking your first teaching post or if you are experienced in the profession. We seek somebody who will have a committed focus on raising attainment and achieving progress for all pupils within a caring and aspirational environment. You will benefit from working with a strong team of teachers and support staff in a purpose built learning environment. All staff at the school share the Academy's vision that every pupil will 'Aspire and Believe to Achieve the Extraordinary'. Pupils will leave The Weston Road Academy with excellent academic outcomes and a clear purpose for the next stage of their lives.

Our information pack gives details of the post and the recruitment process. I hope that you will be inspired to apply for this exciting opportunity and look forward to receiving your completed application. In the meantime, if you have any queries or would like to arrange a visit to The Weston Road Academy, please contact us on 01785 413600.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'A. Kingman', with a stylized initial 'A'.

Ann Kingman

Headteacher

# Vision and Values



**Vision:** *To be an outstanding Academy, at the heart of the community, enabling our pupils to deliver the extraordinary across all areas of the curriculum and beyond.*

## Objectives

To collaborate with our community, making a difference to the life chances of every pupil, breaking down barriers to learning, building self-belief, and developing aspirations, therefore, enabling every child to achieve the extraordinary

To enable staff to achieve their best; passionate about teaching, rewarded for delivery of our priorities and supported by effective leaders

To offer a broad and balanced curriculum that inspires and encourages delivery of the extraordinary

To create a truly inclusive Academy where adults build positive relationships with children and where every child feels safe, happy, confident, challenged and supported to achieve the remarkable

To develop partnerships with parents, businesses, and our local community in order that Weston Road continues to be a centre of excellence that is trusted and valued by its stakeholders and beyond

To enable all pupils to achieve the extraordinary through provision of a world class environment, underpinned by financial sustainability and inspired staff

To enable pupils to make the right choices by equipping them with the life skills, guidance and advice empowering them to be the creators of a rewarding and successful future within their local community, modern Britain and the wider world.

We will deliver our vision through our **Core Values** ensuring extraordinary outcomes for all:

Belief	Togetherness	Respect
Responsibility	Accuracy	Inclusion
Organisation	Excellence	Integrity

## Information about The Weston Road Academy

Welcome to The Weston Road Academy. We are extremely proud of our school and new pupils, staff and visitors are always struck by the friendly, positive and hard-working atmosphere. Our ethos is built on traditional values such as respect, hard work, community, pride in our appearance and high expectations. We work together to instil an enjoyment in learning and strive to support each child. We work hard to develop their confidence and skills to be the best they can be and to reach their full potential. It is our pleasure to invite you to be a part of the exciting future of our Academy. We are not just a school recognised by Ofsted as Good with Outstanding pupil behaviour, we are also welcoming and caring, with the staff, ideas and a drive to continually improve. Our pupils leave us well qualified and proud of their achievements. We guide them to be mature, highly skilled and successful learners equipped for the fast paced modern society they will eventually join.

Since opening in 1979, as Weston Road High School we have continued to deliver an excellent education to pupils of all backgrounds and abilities, valuing the well-being of each pupil. Serving the community of East Stafford and nearby villages, our Academy is an ideal size – not so big that it is impersonal but large enough to offer a wide variety of courses and extra-curricular opportunities.

On 1st October 2011 we proudly became Stafford's first Academy. As a converter Academy, The Weston Road Academy is answerable directly to the Department for Education and has used its freedoms to develop an innovative curriculum and pastoral care system. Inevitably, this document cannot convey the inspiring atmosphere and vibrancy of the Academy and we invite you to visit us to find out first hand, why so many parents choose The Weston Road Academy as the preferred choice for their child's secondary education.

### Academy Facilities

The Weston Road Academy is an attractive building encompassing two courtyards and a wildlife area as well as extensive playing fields. Each department has its own suite of rooms. In addition to normal specialist classrooms, we have a 180-seat theatre, sports hall with weight training room, gymnasium, eight hard playing courts, drama/dance studio, and specialist rooms for music, science, design and technology, art and ceramics, computing and ICT. The curriculum ICT network comprises over 300 laptops, computers and iPads with high speed internet access.

### The Academy Day

08:50am	Registration	12:45pm	Lunch
09:05am	Period 1	1:25pm	Period 5
09:55am	Period 2	2:15pm	Period 6
10:45am	Break	3:05pm	Intervention
11:05am	Period 3	3:15pm	Period 7 (Sixth Form Only)
11:55am	Period 4	4:05pm	Period 8 (Sixth Form Only)

## Leadership Team

**Mrs A Kingman – Headteacher**

**Mr M Smith - Deputy Headteacher - Pastoral Care**

**Mr D Bloor - Assistant Headteacher - Teaching and Learning**

**Mr N Everill - Assistant Headteacher - Assessment and Data**

**Mr J Hackett - Assistant Headteacher - Inclusion and Community**

**Mrs S Hancox - Director of Finance**

Extended Leadership Team

**Mr C Gibbard - Associate Headteacher - Sixth Form**

## Governors

Our Governing Board is made up of a group of individuals from both the Academy Parents and the wider community. The role of the Academy Governing Board is to provide strategic leadership, accountability and to act as a critical friend. The three Sub-Committees are the Finance and Premises Committee, Curriculum and Standards Committee and Staffing Committee. The Term of Office for Governors, with the exception of the Headteacher, is four years.

**Mr Andrew Hind, Parent Governor, Chair of Governors**

**Mr Paul Glover, Governor Co-opted by The Academy Trust**

**Mr John Heath, Governors appointed by The Academy Trust**

**Mr Jerry Archer, Parent Governor**

**Mr Dougie Craig, Parent Governor**

**Mr Andy Jackson, Parent Governor**

**Mrs Louise Lewis, Parent Governor**

**Ms Anita Baker, Staff Governor**

**Mrs Lynn Jones Staff Governor**



## Admissions

The Weston Road Academy Trust is the admission authority and has responsibility for setting the admission arrangements and for making decisions regarding admissions applications.

Pupils in Years 7 to 13 can apply directly to The Weston Road Academy for a school place and we will liaise with Staffordshire County Council Admissions on your behalf.

Secondary School Admission applications for transition at the end of Year 6 are managed by the Staffordshire School Admissions Service.

### Admission number

The Year 7 PAN (Pupil Admission Number) for the entire academic year 2018-2019 is 181.

### Admissions over-subscription criteria:

- 1) Children in Care and children who ceased to be in care because they were adopted (or became subject to a residence order or special guardianship order).
- 2) Children who have an elder sibling in attendance at the academy who will still be attending at the proposed admission date;
- 3) Staff children
- 4) Children living within the catchment area of the Academy.
- 5) Children who satisfy both of the following tests: on medical grounds or by other exceptional circumstances and the child would suffer hardship if they were unable to attend the academy

## Curriculum

The Weston Road Academy is committed to providing for all of its pupils a broad, balanced and personalised education. The emphasis, in all years, is upon providing pupils with a varied diet of studies across a wide range of subjects. Personalisation is achieved through high quality teaching. Further, corrective literacy and numeracy schemes and 1 to 1 tuition are used to support the literacy and numeracy of those pupils who need this. Small-group English and Maths intervention takes place in years 10 and 11, again for those in need.

In Year 8, pupils are given the opportunity to choose some of their courses to study, in order to pursue particular interests or strengths. At this "Options stage", pupils are guided along a particular pathway according to their own individual strengths and weaknesses, but can ultimately make their own choices. This allows pupils to follow a curriculum which is balanced, stimulating and of interest to them.

Social, Moral, Spiritual and Cultural Education, Citizenship, Literacy, Numeracy, Economic Awareness, Health Education, Internationalism and Careers are delivered across the Curriculum, often in Ethical Studies.

In the Sixth Form we work in collaboration with four other schools in Stafford. This allows pupils to choose from a wide variety of academic and vocational courses.

## Curriculum

The timetable operates on a 30-period week with lessons being in either doubles or singles. PSHCE is delivered throughout the curriculum.

### Year 7 and 8

The following table gives the breakdown of lessons in Years 7 and 8.

<u>SUBJECT</u>	<u>YEAR 7</u>	<u>YEAR 8</u>
ENGLISH	5	5
MATHEMATICS	4	4
MUSIC	1	1
COMPUTING AND DIGITAL LITERACY	1	1
SCIENCE	4	4
TECHNOLOGY	2	2
ART	2	2
HISTORY	2	2
GEOGRAPHY	2	2
FRENCH	3	3
PHYSICAL EDUCATION	3	3
ETHICAL STUDIES	1	1

### Years 9, 10 and 11

<u>SUBJECT</u>	<u>YEAR 9</u>	<u>YEAR 10</u>	<u>YEAR 11</u>
ENGLISH	5	4	4
MATHEMATICS	5	5	5
SCIENCE	5	6	6
PHYSICAL EDUCATION	2	2	2
ETHICAL STUDIES	1	1	1



## Curriculum

4 BLOCKS each of 3 periods	
and containing a mix of the following (one of which must be an EBacc subject)	
ART AND DESIGN	
PERFORMING ARTS	
BUSINESS STUDIES	
COMPUTER SCIENCE	
FOOD TECHNOLOGY	
FRENCH	
GEOGRAPHY	
HISTORY	
	ICT
	MUSIC
	PHOTOGRAPHY
	PHYSICAL EDUCATION
	PRODUCT DESIGN

GCSE courses are offered in all of the above subjects, but where appropriate some pupils are following a more vocational pathway. These include Cambridge Nationals in ICT, Cambridge Nationals in Enterprise, BTEC Music, BTEC Performing Arts, Technical Award in Performing Arts and VCert Health and Fitness.

The Learning Support department assists pupils with learning difficulties or Special Educational Needs and this is organised by the Special Educational Needs Co-ordinator in close consultation with the Subject Leaders.

Sixth Form students benefit from Weston Road's relationship with the Stafford Partnership. The academy delivers English Literature, Maths, Physics, Chemistry, Biology, History, Geography, Art, Psychology, Business Studies, at A Level and a Level 3 course in Creative and Digital Media. Others are available through the other Stafford High Schools.

### **Content: Years 12 and 13 (The Sixth Form)**

Sixth Form students at The Weston Road Academy usually follow a curriculum of three courses of their choice. The intention is that the courses are pursued to full qualifications, although individual circumstances are considered. Further information about the Stafford Sixth Form Partnership can be found in the Prospectus.



**Blackheath Lane**  
**Stafford ST18 0YG**  
**Tel: 01785 413600**  
**e-mail: [office@westonroad.staffs.sch.uk](mailto:office@westonroad.staffs.sch.uk)**  
**11-18 co-educational; NOR 917**



**The Weston Road Academy**

## **FRENCH TEACHER (0.6 FTE)**

**Required from September 2018 or earlier if available**

**Are you an energetic, enthusiastic and inspiring French teacher, with high expectations and a record of getting the best from your students?**

We are looking for an inspiring French Teacher, with drive, a genuine love for teaching and learning and a passion for modern languages. You will have outstanding teaching practice and the vision and determination to challenge our students imagination and make language learning exciting, relevant and enjoyable.

### **We can offer you:**

- A stimulating working environment with a platform to share your ideas
- Exciting career development opportunities
- A supportive and dedicated team of colleagues
- Enthusiastic and well behaved pupils

### **Who we are:**

Weston Road is a friendly, harmonious, progressive, over-subscribed 11-18 academy, located on the edge of an attractive county town. The Academy has an outstanding reputation for pastoral care. Ofsted recently judged the Academy Good commenting that pupils "are well behaved, hardworking and keen to succeed".

### **About our Languages Department:**

You will join a team of, hard-working and talented teachers. There is excellent teamwork and resource sharing and, in return for your overwhelming desire for excellence and career ambition, we offer outstanding professional development and a stimulating working environment.

Applications are welcomed from experienced teachers, NQT's and those with a Primary background.

**Please see our website for further details please visit [www.westonroad.staffs.sch.uk/TheAcademy/Vacancies/](http://www.westonroad.staffs.sch.uk/TheAcademy/Vacancies/)**

**Closing date: 9am Monday 30th April 2018**

**Completed applications should be returned to [afarnell@westonroad.staffs.sch.uk](mailto:afarnell@westonroad.staffs.sch.uk)**

*We are strongly committed to promoting and safeguarding pupil welfare and expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act.*

## Job Description



**TEACHER OF FRENCH**  
**Main Scale/UPS**  
**Part-Time Permanent Post (0.6 FTE\*)**  
**Required September 2018 or earlier if available**

**Closing Date: 9am Monday 30th April 2018**

### The Post

We see this as an exciting opportunity for a teacher looking to work in a department that is well organised, well led and enthusiastic about its teaching. There is strong collaborative resource development and an excellent team ethos, and the person appointed will be very well supported. Pupils are positive about the subject and eager to learn.

Candidates who can contribute to the life of the academy outside the classroom are particularly welcome, although our principal aim is always to appoint effective classroom practitioners with a passion for their subject. We will be operating a comprehensive programme of professional support and development.

\*Days and hours worked will be negotiable with the successful candidate.

### Job Description

The minimum requirements for teachers' practice and conduct are described in the Teachers' Standards document published by the Department for Education in 2011. In particular, MFL teachers at Weston Road are responsible to the Subject Leader and Principal for the following:

- creative use of the agreed schemes of learning and available resources to ensure that all pupils make good progress
- stimulating interest in MFL across the full ability range through the use of a variety of learning approaches
- regular assessment of pupils' work to diagnose their immediate improvement priorities and their progress towards end of key stage targets
- establishing good expectations of class work and homework, with good behaviour maintained in lessons
- liaison with the Subject Leader and colleagues in the development of teaching strategies and resources.

## Person Specification



### TEACHER OF FRENCH

#### Person Specification

The successful applicant will be able to demonstrate or give evidence of:

- strong subject knowledge
- good teaching skills and the capacity to stimulate pupils' enthusiasm and ambition
- the ability to teach French to GCSE Level
- awareness and keenness to exploit developments in MFL education, including the use of ICT
- good understanding and use of assessment to maximise pupil progress
- the readiness to work as part of a team in the development of learning activities and resources
- the ability to establish in the classroom an orderly atmosphere in which pupils are able to work both independently and in groups as appropriate
- a sincere commitment to comprehensive education and Equal Opportunities
- a positive outlook and belief in the power of education to improve children's lives.

In addition, the readiness and ability to support and take part in extra-curricular activities will be valued. Applicants should include in their application any qualifications or experience they have which would enable them to contribute in this way to academy life.

## Selection Procedure

Applicants are asked to send a fully completed application form to the Academy, highlighting any gaps in employment. No other letter or CV is required.

During the selection day, candidates will tour the academy, meet members of the English department, teach a lesson, and take part in an interview discussion. The appointment decision will take account only of the application form and these activities. References will be used to confirm the decision. No unofficial soundings will be asked for or considered in the selection process.

The Weston Road Academy is strongly committed to safeguarding and promoting pupil welfare and expects all employees to share this commitment. The successful candidate will therefore need to undertake a List 99 and criminal record check via the DBS and provide references to cover a full three year period.

## The Languages Department

The MFL department is a strong and committed team of teachers. At the heart of the department is a drive and determination to open minds, and increase awareness of other cultures and the opportunities studying a foreign language brings. We are a busy and forward looking department. We offer students the opportunity to participate in the Staffordshire-Limousin Experience, which is proving increasingly popular. After school we offer a weekly GCSE club for KS4 students. We always want to build on our strengths and broaden our capabilities. We are supportive of each other and work collaboratively to achieve the best possible experience for all our students.

As a department, we have excellent relationships with our students. Clear expectations are set regarding work and behaviour and if these are not met, there are systems in place to support staff and pupils.

### Curriculum Structure

The school operates a 30 period week, with lessons of 50 minutes. In Year 7 and 8 pupils are taught in subject teaching groups and learn French for three lessons per week. As an optional subject at GCSE, we are extremely pleased that a substantial number of pupils continue to study French. At Key Stage 3, pupils follow the New Secondary Curriculum for Languages using Metro, Expo and a variety of other resources. At GCSE, we study the AQA syllabus. The school has excellent ICT facilities and managed Wi-Fi.

### Resources and Accommodation

MFL is taught in a suite of rooms and has its own departmental office. Teachers are issued with laptops and there are interactive whiteboards in all of our classrooms. The department has a variety of software, including Doodle and subscribes to websites such as Linguascope. We have worked hard to build our own resources for use with the whiteboard and also use digital voice recorders in lessons. Ideas, expertise and resources which support our schemes of work are regularly shared.

### Results

KS4 results show 100% of those entered gained a Languages GCSE grade A\*-G in 2017. The percentage of pupils achieving grades A\*-C in French was 63.2% . The percentage of pupils achieving grades A\*-C in German in 2017 was 70.6% .

### Staff

There are currently two part-time languages teachers in addition to the full time subject leader. Teachers in the department are highly experienced and passionate about languages.



Thank you for your interest in The Weston Road Academy and for taking the time to read about our school. We look forward to receiving your application in due course.

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