



# Recruitment Information Pack

## 2ic Modern Foreign Languages

Start Date: September 2024

Closing date: 15<sup>th</sup> April 2024





All young people, regardless of starting point, will 'Climb the STAIRS to Greatness' at Oasis Academy South Bank. Through love, nurture and a rigorous academic focus, Oasis Academy South Bank students will ultimately be successfully and happily employed in a career with prospects and become model citizens.



Climb the STAIRS to Greatness



Thank you for your interest in the position of 2ic Modern Foreign Languages Oasis Academy South Bank.

Our Academy opened in September 2013 with 120 students in Year 7 and has grown year on year with our Sixth Form opening in September 2018.

Through love, nurture and a rigorous academic focus, our vision is to support every child and help them to achieve their full potential, becoming model citizens and future leaders. All students are welcome with us, regardless of starting point, need or complexity. We are totally inclusive and believe that all students here will 'Climb the STAIRS to Greatness' and reach our two end goals of getting their dream job and becoming a model citizen. We are unapologetically ambitious for all our students. We put in place support and stilts to help every student meet our high expectations rather than ever lowering the bar.

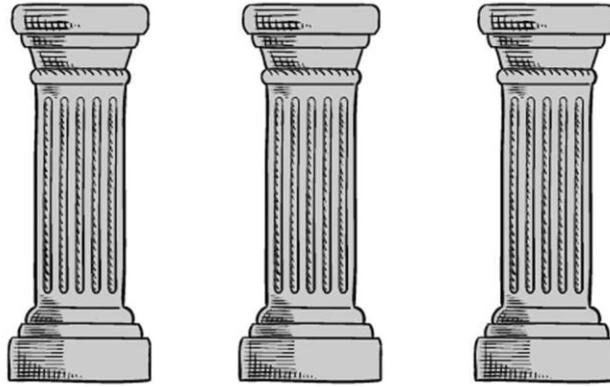
We are incredibly proud of everything we have achieved in the last eleven years: our dedicated, compassionate, and hardworking staff team; our great outcomes and exciting destinations and most of all, the kind, well-rounded young people leaving us who go on to thrive in purposeful and challenging further education.

This is an exciting time to join the Languages team. We are looking forward to securing great grades for our Y11 and Y13 students this year after some brilliant outcomes in 2022 and 2023.

Anna Richardson - Principal



# The three pillars of OASB staff culture



Warm and  
strict

A Little Bit  
Better  
Every Day

Team Over  
Individual



## A little bit better every day

We firmly agree with Dylan William that “Every teacher needs to improve, not because they are not good enough, but because they can be even better”. We carefully cultivate a culture of continuous improvement for all staff using an instructional coaching model to make small, incremental changes in our practice.

## Warm and Strict

We are united in our approach to behaviour management which means having the highest expectations for all students at all times borne out of our love and care for them and their families. We follow these rigorously and consistently, raising students up to meet our expectations rather than lowering the bar because we know that our students will be most successful in a calm, orderly school where teaching is free from disruption.

## Team over Individual.

We recognise that our school is greater than its individual parts and know that we all need to pull in the same direction to have the maximum impact. We take every opportunity to celebrate each other’s successes and look out for and support our colleagues.

# Job Description

**POST:** Modern Foreign Languages

**RESPONSIBLE TO:** Second in Charge: MFL

**SALARY:** MPS or Upper Scale + TLR 2A + Teachers Pension Scheme

**LOCATION:** Oasis Academy South Bank, Waterloo, London

**KEY RELATIONSHIPS:** Academy Leadership Team; relevant teaching and support staff; students; partner professionals; parents; local community; other Oasis Academies and Oasis Community Learning central staff.

**WORKING PATTERN:** Full-time and as described in the School Teachers' Pay and Conditions Document

**DISCLOSURE LEVEL:** Enhanced

## A. Personal and Professional Characteristics

- **S - Scholarship** - Post holder will have a committed and wholehearted belief that all young people, regardless of starting point, need or complexity can make outstanding progress and reach top grades at GCSE and achieve 3 good A-levels
- **T - Transformation** - Post holder will have an optimistic and positive belief that all young people can constantly change and transform into confident, ambitious, honest, happy, hard-working, respectful citizens. More widely, a desire to be part of a team that is leading community transformation. Post holder will be committed to challenging the status quo
- **A - Aspiration** - Post holder will instil in young people a belief in themselves about what is possible and will consistently act as an aspirational role model in all that they do.
- **I - Inclusion** - Post holder will fully include all children regardless of complexity, need or starting point. Post holder will be committed to including all aspects of a child's social, emotional and cultural development. Post holder will never isolate, exclude or disconnect a student or group of students.
- **R - Resilience** - Post holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our school.
- **S - Social Responsibility** - Post holder will be committed to instilling a sense of responsibility for helping our community and altruistically 'giving back' to our immediate, local, national and global communities.

## B. Job Purpose

- To be fully aligned with the Head of MFL's vision for the department and the vision of the school. Instilling these values in all that you do around the school.
- Support and drive the department culture, engaging fully in meetings and being a positive, active leader in the team.

## C. Responsibilities

### Quality of Teaching and Learning

- Assist the Head of MFL in providing strategic leadership for French and Spanish, supporting curriculum and teacher development (including line managing members of the department).
- Deputise for the Head of MFL for short periods of time.
- Lead on aspects of professional development for MFL staff during department time to improve classroom practice e.g. being the beacon for Turn and Talk delivery.
- Lead on projects that help to raise the profile of the department school-wide, such as Community Languages, MFL Clubs and MFL trips.
- Complete regular drop-ins and drive a culture of supportive feedback within the department.
- Support the department and ensure systems are being followed consistently.
- Strive for excellence in the classroom and engage in educational research outside of the classroom.
- Create links with outstanding MFL teachers at other schools, bringing best practice back to South Bank.

### Data and Assessment

- Support with assessment design to meaningfully measure pupil progress across all key stages.
- Analyse data to inform intervention planning and execution with Head of MFL and Heads of Year
- Analyse data and use it to improve department in department meetings, line managements and co-planning.
- Analyse data to contribute to round tables about specific students when necessary.
- Gather data about student perceptions of learning to inform teaching and curriculum development.

### Curriculum:

- Create, design, monitor, and develop the MFL curriculum in line with South Bank's vision and values.
- Model how to effectively engage with, and adapt, a centralised curriculum to meet progress needs of our pupils.
- Ensure that homework systems are effective and supporting learning across key stages.
- Ensure departmental consistency in regularity and quality of meaningful feedback to pupils, and aiding the department in preparation for book looks.

### Whole Academy Responsibility

- To assist the Principal in fulfilling the academy's vision and instilling the academy values in all that we do
- To assist the Principal in the implementation of the Self Evaluation Form and Academy Development Plan
- Any other responsibility as set out by the Principal

## D. Safeguarding Children and Young People

Oasis is committed to safeguarding and promoting the welfare of children and young People. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

**OTHER: The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.**

# Person Specification

## Modern Foreign Languages

### Our Purpose

Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status / Desire to complete ITT training</li> <li>• First degree or 2:1 in related subject</li> <li>• Commitment to own continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Master's Degree</li> </ul>
Vision and Values Alignment	<ul style="list-style-type: none"> <li>• Commitment to the belief that all young people, regardless of starting point, need or complexity will become employed in a career with prospects</li> <li>• Wholehearted belief and commitment that grades 9-7s are achievable by all students with the correct culture, curriculum and intervention</li> <li>• Wholehearted belief that ability or intellect is not fixed, but incremental, and can always be improved</li> <li>• Common shared understanding that the following core values are crucial to the success of a student:               <ul style="list-style-type: none"> <li>○ S-Scholarship</li> <li>○ T-Transformation</li> <li>○ A-Aspiration</li> <li>○ I-Inclusion</li> <li>○ R-Resilience</li> <li>○ S-Social Responsibility</li> </ul> </li> </ul>	
Experience, Skills & Knowledge	<ul style="list-style-type: none"> <li>• Evidence of teaching high quality lessons over time</li> <li>• Evidence of significantly improving teaching and learning and examination results.</li> <li>• Evidence of managing challenging behaviour successfully and implementing strategies</li> <li>• Evidence of the ability, ambition and experience to develop and maintain a clear and vibrant vision for a curriculum area</li> <li>• Experience of successfully contributing to aspects of whole school life</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching at KS5</li> <li>• Experience of leading field work</li> </ul>

	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> <li>• Drive, ambition and shared common moral purpose</li> <li>• Total commitment to the vision and values of the academy</li> <li>• Self-starter and self-motivated to lead and implement proactively areas of the academy development in line with the strategic development plan</li> <li>• Excellent people management skills and ability to motivate, support and challenge staff as appropriate</li> <li>• Excellent oral and written communication skills</li> <li>• Ability to be flexible and willingness to take on innovations and leadership out of the subject area</li> <li>• Ability to organize workload, priorities, meet deadlines and follow tasks to successful conclusion</li> <li>• Ability to set and meet ambitious, challenging goals and targets</li> <li>• Ability to manage students firmly, fairly and effectively</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Willingness to undergo appropriate checks, including enhanced DBS checks</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviors and attitudes to use of authority and maintaining discipline</li> <li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to anticipate problems and solve them creatively</li> <li>• Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Excellent personal presentation</li> <li>• Optimism and ambition</li> </ul>	



Oasis Community Learning is dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all.

Oasis Academy South Bank is actively working to ensuring our workforce is reflective of our diverse student population and is therefore committed to increasing representation of staff of Black, Asian and Minority Ethnic backgrounds across all roles and at all levels.

