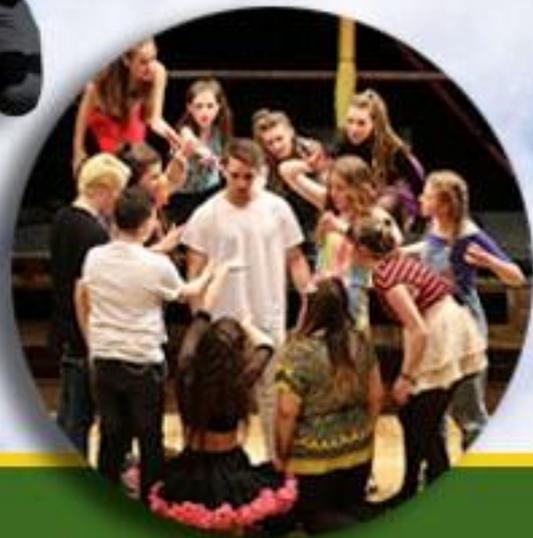




BICESTER LEARNING ACADEMY

APPOINTMENT OF TEACHER OF SPANISH

Based at The Cooper School, Bicester OX26 4RS





About Us

Bicester Learning Academy is a multi-academy trust currently comprising The Cooper School and Glory Farm Primary School. The ambitions for the schools are high: that we should provide to all our students a first-class and improving education that enables them, in all aspects of their lives, to make the progress and achieve the standards that reflect their full ability.

The Cooper School

Choosing the right school to work in can be a minefield. The current political climate has resulted in there being a huge variety of types of schools to select from and not all types are right for everyone.

At The Cooper School, we pride ourselves on being forward thinking in terms of curriculum decisions which support our students; focused on improving learning through the use of new technologies and determined to continuously refine our approaches to teaching and learning. Investing in the Media Suite reflects a small part of our approach to making learning engaging, relevant and active for our students.

Joining us as a member of staff at The Cooper School means being able to see the big picture for the students here. It means that whilst we always strive for academic excellence, we also place great value upon students becoming adaptable, resourceful and enquiring. These are the sort of skills that will enable them to become effective citizens, just as much as their academic results will. As such, we encourage independent learning, enrichment initiatives and House-based teamwork and co-operation.

Working here is an opportunity to flourish as a professional. We 'grow our own' leaders. Many new staff have taken on additional responsibilities which is a mark of their quality and commitment to making progress in their own careers as well as their desire to become part of a successful and positive organisation.



We have just received a fantastic Ofsted report! (June 2017)

Our school was praised because:

- We “are driven by a desire to raise the aspirations of all pupils and have maintained and developed the culture of school improvement”.
- “There is a caring, nurturing and inclusive ethos that permeates the school”.
- “The climate for learning is very positive and the level of pupil engagement is high”.
- we “have placed high importance on the development of staff and there is a rich and varied programme of professional training, which is helping teachers to improve their practice”.

Please have a look at the full Ofsted report which can be found here: <http://www.bicesterlearningacademy.co.uk/wp-content/uploads/2017/09/The-Cooper-School-ofsted17-PDF-final.pdf>

The school was delighted by the success of its Year 11 students in 2018, with 72% of students obtaining 5 or more 4+ grades, including Maths and English at GCSE.



The Vacancy

An exciting opportunity now exists for an exceptional Teacher of Spanish to join the Modern Foreign Languages department in September 2019.

The successful candidate will be able to teach Key Stage 3, 4 and A-Level Spanish and be a key driver in transforming learning and raising the standards of student achievement. The ability to teach either French or German as an additional language would be beneficial, though not essential. We welcome applications from NQTs or experienced teachers.

We can offer you:

- the opportunity to work with experienced and value driven colleagues;
- an innovative and supportive working environment;
- caring, well behaved and motivated students;
- a genuinely happy and friendly academy community;
- a commitment to Continual Professional Learning and Development;
- strong links with and support from the wider academy;
- an energetic, vibrant and diverse environment where everyone is valued;
- the opportunity to use Google's GSuite for Education.

For an informal discussion of the post please contact:

Mrs Pamela Hickman, Head of Department
Email: phickman@thecooperschool.co.uk

Further details and an application pack are available on the Academy website:

www.bicesterlearningacademy.co.uk

Alternatively please contact Human Resources:
Tel: 01869 362697

E-mail: recruitment@bicesterlearningacademy.co.uk

Visits to our school are warmly welcomed. Please contact Human Resources to make arrangements:

Tel: 01869 362697 or e-mail:

recruitment@bicesterlearningacademy.co.uk

Closing date for applications: Monday 20th May 2019, 9am

Interviews will take place during week commencing 20th May 2019.

Bicester Learning Academy have the right to interview and appoint at any time throughout this recruitment process. All candidates are advised to refer to the job description and person specification before making an application.

International applicants must be qualified to teach in the UK and those from outside the EU will need to demonstrate their eligibility to work in the UK.

Bicester Learning Academy is committed to safeguarding children. The successful candidate will be subject to a Disclosure and Barring Service check (formerly CRB) in line with Section 115 of the Police Act 1997.

Details of the Academy's policies relating to the Employment of Ex-Offenders and the Secure Storage, Handling, Use, Retention and Disposal of Disclosure and Barring Certificates and Disclosure information are included within this recruitment pack.





The Modern Foreign Languages Department

The department has established an excellent team of teachers who are committed to developing Modern Foreign Languages working at The Cooper School.

Departmental Ethos

We have high expectations of our students and seek to provide opportunities wherein students can experience success at all levels. We strive to raise the achievement of all our students and aim to enable both the weakest and strongest to realise their potential.

Aims of the department

- To provide a dynamic learning environment where students develop reading, listening, writing and speaking skills equally
- To encourage students to take responsibility for their own learning, to evaluate the progress they are making and set real targets for improvement
- To encourage all students to realise the potential within them and aspire to succeed
- To encourage staff to share good practice and to undertake relevant INSET as a part of their continuing professional development
- To incorporate the use of ICT into lessons
- To assess the four skills throughout the academic year; on a termly basis and record progress in the central tracking system.

Departmental Accommodation and Resources

We have five classrooms and one open area for group activities. Each teacher has their own room within the department, and we have access to 75 Chromebooks, subject to availability. All rooms have wireless internet access and digital projectors.

We currently teach French and Spanish in KS3 with German as the second language in Years 7 and 8. From September 2012 we offered Spanish to four Year 7 classes and French to the other four, with German as a second language option for Years 7 and 8.

We have updated our resources recently. French has Expo in KS3 and Kerboodle in KS4. German has Echo Express in Years 7 and 8 (second language) and Kerboodle in KS4. Spanish has Mira in Years 7 and 8 and Kerboodle in KS4.



Induction and Support

The MFL Department has much to offer both newly-qualified and more experienced teachers, as our collective skills and experience encompass a wide range of teaching environments and practices. Within the wider school environment, The Cooper School has a Professional Development Tutor who holds sessions for NQTs and more experienced new staff. The NQT sessions cover issues such as planning and discipline, whilst the tutors also offer feedback and advice. The school supports the career development of its teachers, and less experienced members of staff are encouraged to take on responsibility in order to extend their expertise.

MFL Department Key Facts

- We teach in mixed-ability groups in Year 7 and sets from Year 8.
- We use GCSE AQA Full course and AQA GCE as the target exam.
- Schemes of work have been updated recently and are based on the new exam content.
- We teach AS and A2 Level classes in Spanish.



Job description

Job title:	Teacher of Spanish
Working hours per week:	Full time
Permanent/Temporary:	Permanent
Principle place(s) of work:	Bicester Learning Academy: The Cooper School
Immediate line manager:	Head of Department
Staff managed:	None
Job Purpose:	To support the Department in developing the teaching and learning of Spanish and German in accordance with school policies and in pursuit of the highest standards of student achievement.

Main Duties/Responsibilities:

- prepare and deliver lessons to a range of classes of different ages and abilities
- mark work, give appropriate feedback and maintain records of pupils' progress and development
- research new topic areas, maintaining up-to-date subject knowledge, and devise and write new curriculum materials
- select and use a range of different learning resources and equipment, including podcasts and interactive whiteboards
- prepare pupils for qualifications and external examinations
- manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour
- undertake pastoral duties, such as taking on the role of form tutor, and supporting pupils on an individual basis through academic or personal difficulties
- communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events
- liaise with other professionals, such as learning mentors, careers advisers, educational psychologists and education welfare officers
- undergo regular observations and participate in regular in-service training (INSET) as part of continuing professional learning (CPL).

Additional duties

- To be aware of their responsibilities for health and safety for themselves and others.
- A commitment to safeguarding the welfare of children.

Bicester Learning Academy is committed to safeguarding children. The successful candidate will be subject to a Disclosure and Barring Service check (formerly CRB) in line with section 115 of the Police Act.



Person Specification

This post offers an opportunity for a committed teacher to be part of our strong and successful department.

Job Title: Teacher of Spanish

Job Purpose: To support the Department in developing the teaching and learning of Spanish in accordance with school policies and in pursuit of the highest standards of student achievement.

Responsible to: Head of Department

This post would suit a Newly Qualified Teacher or an experienced teacher. The ability to teach either French or German as an additional language would be beneficial, though not essential.

CRITERIA	ESSENTIAL	DESIRABLE
Education/ training	<ul style="list-style-type: none"> Well-qualified graduate with appropriate degree PGCE/Qualified Teacher Status 	<ul style="list-style-type: none"> Recent, relevant INSET
Relevant experience	<ul style="list-style-type: none"> Curriculum development work Experience across the age and ability range 	<ul style="list-style-type: none"> Enrichment/ extra-curricular initiative Experience of teaching at KS5
Relevant skills and aptitudes	<ul style="list-style-type: none"> Ability to work in a team Excellent classroom skills Creativity and flexibility 	<ul style="list-style-type: none"> Keen sense of progression of own career Interest in current educational research
Special requirements	<ul style="list-style-type: none"> Commitment to developing teaching and learning Commitment to raising attainment 	<ul style="list-style-type: none"> A willingness to support the wider life of the school



APPLICATION PROCESS

Please fill in the application form according to the instructions on the first page of the form.

Curriculum Vitae (CVs) will not be accepted without an application form. The form should be fully completed, accurate and clearly legible.

In addition to the application form, we also require a letter of application, which should be a maximum of two sides of A4 paper.

This letter should be addressed to **Mr Ben Baxter - Executive Headteacher**. It should set out how your experience to date makes you a suitable candidate for the position, what you will bring to the school and how you would help further contribute to an outstanding department.

Please send your completed application to the HR team using the contacts below:

Email: recruitment@bicesterlearningacademy.co.uk

or by post to:

HR Department
Bicester Learning Academy
The Cooper School
Churchill Road
Bicester
Oxfordshire
OX26 4RS



	Policy statement on Secure Storage, Handling, Use, Retention and Disposal of Disclosure and Barring Service certificates and Disclosure Information at Bicester Learning Academy			Written By: E Le Brun
	Applicable to: ALL STAFF	Accountable Officer: B J Baxter J MacLachlan	Date Adopted: July 2014	Date To Be Reviewed: July 2020 (Every 3 Years)

Bicester Learning Academy is a Multi-Academy Trust which incorporates The Cooper School and Glory Farm Primary School. It is a company limited by guarantee, registered in England and Wales with registered company number 09053713 and its registered address at Churchill Road, Bicester, Oxon, OX26 4RS.

General principles

As an organisation using the Disclosure and Barring Service (DBS) checking service to help assess the suitability of applicants for positions of trust, Bicester Learning Academy complies fully with the Code of Practice regarding the correct handling, use, storage, retention and disposal of certificates and certificate information. It also complies fully with its obligations under the Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of certificate information and has a written policy on these matters, which is available to those who wish to see it on request.

Storage and access

Certificate information should be kept securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

Handling

In accordance with section 124 of the Police Act 1997, certificate information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom certificates or certificate information has been revealed and it is a criminal offence to pass this information to anyone who is not entitled to receive it.

Usage

Certificate information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

Retention

Once a recruitment (or other relevant) decision has been made, we do not keep certificate information for any longer than is necessary. This is generally for a period of up to six months, to allow for consideration and resolution of any disputes or complaints. If, in very exceptional circumstances, it is considered necessary to keep certificate information for longer than six months, we will consult the DBS about this and will give full consideration to the Data Protection and Human Rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

Disposal

Once the retention period has elapsed, we will ensure that any DBS certificate information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, certificate information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack). We will not keep any photocopy or other image of the certificate or any copy or representation of the contents of a certificate. However, notwithstanding the above, we may keep a record of the date of issue of a certificate, the name of the subject, the type of certificate requested the position for which the certificate was requested, the unique reference number of the certificates and details of the recruitment decision taken.

uCheck acting as an Umbrella Body

uCheck acts as an Umbrella Body on behalf of Bicester Learning Academy (an Umbrella Body being a Registered Body which countersigns applications and receives certificate information on behalf of other employers or recruiting organisations). A copy of uCheck's Policy statement on Secure Storage, Handling, Use, Retention and Disposal of Disclosure Certificates and Disclosure Information is available on request.

	Policy statement on the recruitment of ex-offenders to a post within Bicester Learning Academy			Written By: E Le Brun
	Applicable to: ALL STAFF	Accountable Officer: B J Baxter J MacLachlan	Date Adopted: July 2014	Date To Be Reviewed: July 2020 (Every 3 Years)

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As an organisation using the Disclosure and Barring Service (DBS) checking service to assess applicants' suitability for positions of trust, Bicester Learning Academy complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subjects of a DBS check on the basis of a conviction or other information revealed.

Bicester Learning Academy is committed to the fair treatment of its students, staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

This written policy on the recruitment of ex-offenders is made available to all disclosure applicants at the outset of the recruitment process through inclusion on The Cooper School and Glory Farm Primary School websites. The policy is also sent to applicants with the DBS application pack after acceptance.

We actively promote equality of opportunity for all with the right mix of talents, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.

A disclosure is always requested for those who are offered a post within Bicester Learning Academy. Disclosures will also be requested for all members of the Governing Body of Bicester Learning Academy Trust, and for all volunteers where applicable. Where a job is advertised by Bicester Learning Academy, all application forms, job adverts and recruitment briefs will contain a statement that a DBS check will be requested in the event of an individual being offered the position.

As a disclosure is to form part of the recruitment process, Bicester Learning Academy encourages all applicants for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover to the Human Resources Manager for Bicester Learning Academy, and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

Posts within Bicester Learning Academy are exempt from the Rehabilitation of Offenders Act, 1974. This means that the Academy can ask questions about your entire criminal record, including unspent and spent convictions, cautions and bind overs.

Bicester Learning Academy will ensure that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. It will also ensure that these members of staff have received appropriate guidance and training in relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, Bicester Learning Academy will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

We make every subject of a DBS check aware of the existence of the Code of Practice and make a copy available on request.

We undertake to discuss any matter revealed in a DBS check with the person seeking the position before withdrawing a conditional offer of employment.

Bicester Learning Academy has a policy on the Secure Storage, Handling, Use, Retention and Disposal of Disclosures and Disclosure Information, and a copy of this policy is available on request.