

Post:	Spanish Teacher
Reporting to:	Head of Department
Liaising with:	Assistant Headteacher: Pastoral Support and Achievement Assistant Headteacher: Provision, Curriculum & Assessment Attainment Mangers , Heads of Year , Central Services

Purpose of Post:

- As a member of the Teaching Team, to contribute to the establishment and implementation of Heron Hall Academy's curriculum to ensure that pupils achieve to their full potential.

Duties and Responsibilities

- To teach Spanish to specific classes.
- To teach other subjects to specific classes, as required.
- As a member of the Teaching Team, work towards developing and successfully implementing Heron Hall Academy's curriculum.
- Plan and deliver high quality lessons, linked to assessments of pupils' prior learning, which use a range of learning activities to inspire and engage all pupils.
- To create a positive, well ordered climate for learning using effective classroom techniques and behaviour management strategies.
- Make appropriate use of ICT/new technologies to maximise learning.
- Ensure that pupils develop high-level skills in oracy, literacy, numeracy and ICT.
- Use effective marking and assessment practice to provide positive feedback to pupils.
- Ensure that pupil progress towards individual learning targets is regularly monitored.
- Report pupil progress in line with the school monitoring and evaluation framework.
- Monitor and analyse the impact of learning and progress of pupils.
- Identify underperforming pupils and groups of pupils.
- Implement effective and timely learning interventions in respect of underperforming pupils.
- Adapt teaching to respond to the strengths and needs of all pupils.
- Liaise with parents/carers to encourage and promote involvement in their child's education.
- Fully participate in the Academy's quality assurance (QA) and performance management processes.
- Promote the spiritual, moral, social and cultural development of all pupils.

Additional Specific Responsibilities

- Undertake teaching commitments, either as lead practitioner or as classroom support, as directed by the Headteacher.
- Ensure that all pupils receive excellent pastoral care and support.
- Contribute as required to the Academy enrichment programme.
- Serve as a role model based on high standards and professional conduct, in line with the Teachers' Standards.

- Be aware and comply with policies and procedures relating to equal opportunities, confidentiality and data protection, reporting all concerns to an appropriate person.
- Maintain confidentiality in relation to all work undertaken.
- Contribute to the safeguarding and promotion of the welfare and personal care of children and young people and with regard to Child Protection procedures.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety & Welfare.
- Undertake any necessary professional development.
- Carry out such duties as may be reasonably assigned by the Headteacher.

Management of Pupils

- Ensure the effective implementation of whole school ARR policies, prepare individual student and group reports and analyse and report on summative data.
- Ensure that statutory requirements, e.g. in relation to health and safety with regard to students, are met.
- Promote performances, exhibitions and displays of students' work.
- Uphold the policies of the Academy ensuring, for example, that the Academy's Behaviour and Discipline policy, so that good order and discipline are maintained.

Work with the Headteacher to secure accountability

- To fulfil commitments arising from contractual accountability to the governing body.
- To develop a School ethos, which enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- To work with the governing body (providing information, objective advice and support) to enable it to meet its responsibilities.
- To develop and present a coherent, understandable and accurate account of the School's performance to a range of audiences including governors, parents and carers.
- To reflect on personal contribution to School achievements and to take account of feedback from others.

Work with the Headteacher to strengthen cohesion between members of the school community

- To create and promote positive strategies for challenging racial and other prejudices and dealing with racial harassment.
- To ensure learning experiences for students are linked into and integrated with the wider community and to ensure that students have opportunities to take on leadership roles within the School and the wider community.
- To ensure a range of community based learning experiences.
- To collaborate with other agencies in providing for the academic, spiritual, moral, social,

emotional and cultural well-being of students and their families.

- To create and maintain an effective partnership with parents and carers to support and improve student achievement and personal development.
- To seek opportunities to invite parents and carers, community figures, businesses or other organisations into the School to enhance and enrich the School and its values to the wider community.
- To contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and colleges and promoting innovative initiatives.
- To co-operate and work with relevant agencies to protect children.

The above duties are not exhaustive and the post-holder may be required to undertake reasonable tasks as assigned by the Headteacher.

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

**Person Specification Job Title:
MFL Teacher (Spanish)**

	Essential	Desirable
Qualifications		
Bachelor's Degree or equivalent in relevant subject area	X	
Further Degree		X
Right to work in the UK	X	
Qualified Teacher status	X	
Experience		
High level skills as a classroom practitioner	X	
Experience of effective lesson planning, marking and assessment practice	X	
Experience of using a range of positive behaviour management techniques to create an effective climate for learning	X	
Experience of teaching in the subject area.	X	
Experience of target setting and data tracking systems		X
The ability to analyse data in order to identify underperformance		X
Experience of raising attainment through the use of effective intervention strategies		X
Able to relate well to young people and adults	X	
Experience of working as a team member	X	
Good communication and presentation skills	X	
The ability to motivate and enthuse others	X	
Good organisational and time management skills	X	
Knowledge & Understanding		
An understanding of the features of effective pedagogy, how students learn and strategies to improve performance	X	
Knowledge of research and evidenced best practice relating to the quality of teaching and learning		X
Knowledge of curriculum design and development		X
Understanding of safeguarding / Child Protection requirements	X	
Understanding of the latest Ofsted inspection framework and how this should be reflected in practice		X

Knowledge of recent developments at national level pertaining to examination reform, curriculum reform and school accountability measures		X
Knowledge and understanding of the importance of CPD	X	
To understand and be able to deliver the vision of the school	X	
To understand and promote the schools' ethos and values	X	
To understand how teams work effectively		X
Knowledge of Quality Assurance processes		X
Personal & Professional Qualities		
A positive role model	X	
Values diversity and promotes equal opportunities	X	
Commitment to own CPD	X	
Determination, resilience and drive	X	
Enthusiasm, creativity and initiative	X	
Excellent record of attendance and punctuality	X	
Equal Opportunities		
Understanding of different social backgrounds of students	X	
Understanding the needs of students and the appropriate policies and strategies to support them	X	
Understand the needs of bilingual students	X	