Haberdashers'
Borough
Academy

2021-22
Teacher of French with an Additional Language
Candidate Briefing Pack

Haberdashers' Borough Academy



www.habsborough.org.uk



Welcome from our Principal

Dear Candidate,

Thank you for your interest in Haberdashers' Borough Academy.

Borough Academy is a six-form entry, co-educational 11-18 school located on Southwark Bridge Road, on the former site of Southwark Fire Station. Having opened in September 2019 after stringent campaigning by local parents, we are growing year-on-year with years 7, 8 and 9 now on roll.

We are partly based in what will be our final school building, with concluding stages of construction underway. On completion we will have an ultramodern, progressive school simultaneously steeped in history, with predominant aspects of the school housed in a conversion of the Grade 1 listed Georgian Building. Alongside this we will have our very own state-of-the-art sports centre, which will also serve the local community outside of school hours.

Borough Academy is firmly grounded in the values of our federation. The Haberdashers' reputation is built on a tradition of high standards and academic excellence, and we are proud to continue this legacy by supporting every single student, and staff member, in reaching their full potential.

We are steadfast in our continuing commitment to the federation's statement of intent on Equality, Inclusion and Diversity and believe all of our young people deserve to receive an excellent education, equitable opportunities and a value added experience regardless of their background. We are proud of the diversity of our community and strive to ensure this is reflected in every aspect of school life.

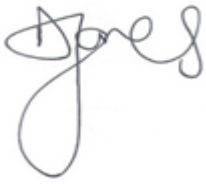
We value personal development as much as academic progress and offer a wide range of enrichment activities which are attended by more than three quarters of our students. As proud members of the local community we have embraced its history and culture, and encourage all of our students to take advantage of the many trips and visits that leave the school site. We have a number of partners in the local community who, by working closely together, support and encourage the development of empathy, tolerance and philanthropy in our students.

We believe our education provision is a unique and valuable experience for the students who attend our schools and we are excited to offer that to more children and young people in South London.

We look forward to hearing from you if you are aligned with our values and have the drive, skills and enthusiasm to make a real impact at Borough Academy.
We would invite you to follow the links below to get a further insight into our school:
www.habsborough.org.uk/why-choose-borough
www.habsborough.org.uk/News/Black-History-Month-Learning-Celebrations
www.habsborough.org.uk/Borough-Arts-Festival
www.habsborough.org.uk/Equality-and-diversity/EDI_Statement_of_Intent.pdf

I hope that this brief information, alongside the recruitment details, encourages you to decide to apply to join us in our exciting current phase of development. Should you have any queries or want to come and visit our school, please do not hesitate to contact me.

Kindest regards



Mr Declan Jones
Principal| Haberdashers' Borough Academy

Our Trust



About Haberdashers' Trust

Haberdashers' Federation is a Multi-Academy Trust of nine schools, (four secondary and five primary), supported by a Teaching School. These are currently organised as four 'clusters, with Borough Academy currently in it's own cluster as the newest member of the Haberdashers' family of schools.

A cluster leader oversees the central services provision of the cluster, to ensure that all schools within it are supported well.

Our principal sponsor is the Worshipful Company of Haberdashers, who are very generous in their support. Put simply, our mission is to ensure that each of our schools offer a great education and are great places to work.

Each of our schools serve their local communities in Southwark, Lewisham and Bexley. As a Federation, we can offer more to all staff and students than any single school could offer alone. This 'Haberdasher's Advantage' ensures that the opportunities presented by working and learning at a Haberdasher's Federation school, are truly exceptional.

Whilst each of our schools maintains its individuality and serves its' unique context, we share a common vision as a group of schools: 'To support our staff and young people to be the best they can possibly be.' In this complex world, we need our young people to develop as compelling individuals – ready and able to take their place in the world with confidence. We know that education matters to the life chances of all young people, particularly those from disadvantaged backgrounds. We believe that each and every child and young person can and will succeed.

To find out more about Haberdashers' Trust, please go to: www.habsfed.org.uk

Our Vision



Federation wide vision

Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation, but always within the context of our long tradition of providing excellent education.

Based upon these values we aim to ensure all the children and young people who come to our schools:

- Are happy and safe at school and are able to learn successfully within a supportive environment.
- Are able to achieve their full potential personally, academically and socially.
- Develop and grow as independent, resourceful and resilient individuals.
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

We will achieve these aims by providing a safe environment where all children and young people can succeed and through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge. High expectations of every member of our community

Our Sponsors

The Worshipful Company of Haberdashers

Our heritage dates as far back as the 1680s. The Haberdashers' Company is one of the Great Twelve Livery Companies of the City of London. Education is of prime importance to the Haberdashers' Company and today there are more than 12,000 children and young people in the Haberdashers' family of schools that benefit from the relationship.

The Haberdashers' Company supports pupils, past and present, as they progress through their educational and professional journey, which offers pupils in the Haberdashers' schools something truly unique.

Find out more: www.haberdashers.co.uk

Temple Grove Schools Trust

Temple Grove Schools Trust is a charitable trust dedicated to raising standards for primary education. The Trust was founded some 50 years ago and springs from one of the country's oldest prep schools, Temple Grove founded in 1810. The Trust seeks to provide all children with a breadth and depth of learning opportunities in order to realise individual aspirations and potential.

Our primary schools are extremely fortunate to have a partnership with the Temple Grove Schools Trust. Schools benefit from bursaries that allow us the opportunity to give our children learning experiences they may not get at other schools; including music lessons, professional coaches and multiple trips.

Find out more: www.templegrove.org.uk

"I am honoured to work at Borough Academy and to be part of a fantastic team that are steadfast in their commitment to our students and local community. As a founding member of staff, I have worked with my colleagues, students and parents to help shape the school values and culture. I believe we have in place a curriculum that is both inclusive and challenging having been built by staff all of whom a high level of subject expertise and understanding of the science of learning.

Our extra-curricular provision is the best I have seen in my time in teaching and we make full use of our unique geography and proximity to some of London's most enriching attractions. This is supported by a dedicated team of staff all of whom take real pleasure in sharing their own passions with students as enrichment offers. I am tremendously proud of the support offer for students with additional need and we have a number of strategies in place to support these needs - everything from Forest Schools to counselling to tutoring from subject specific specialists who supplement the curriculum".

Euan Paterson
Assistant Principal

Job Role



Job Title:	Teacher of French with an Additional Language
Contract Length:	Permanent
Contract Type:	Full time/ term time only
Salary:	MPS/UPS + ILW
School/ Service:	Haberdashers' Borough Academy
Location:	94B Southwark Bridge Road, SE1 0EX
Accountable to:	Curriculum Lead Modern Foreign Languages

About the role

The core purpose of this post is to teach French with an additional language, preferably German, initially to KS3, but building to include KS4 and KS5.

It is expected that the successful candidate will consistently plan and deliver outstanding lessons within the department. We are looking for an innovative and forward–looking individual who can inspire students and contribute fully to a very active Languages team.

NQT's and experienced candidates are invited to apply.

Professional Development

Our staff are important to us. We know that without great staff, our children will not be as successful. Therefore, professional development is key to our success. We are fortunate to have our own teaching school where a number of professional development programmes are co-ordinated.

Please note
This job description reflects the core activities of the role and as the Federation and the post-holder develop there will inevitably be changes in the emphasis of duties. It is expected that the post-holder recognise this and adopt a flexible approach to work and be willing to participate in training.

If changes to the job become significant, the job description should be reviewed formally by the post-holder and line manager.

Key responsibilities of the role

Key responsibilities and objectives:

- To work within and contribute to established Academy and department frameworks for lesson planning, delivery and evaluation
- Assist in the assessment process for French (and German). This includes working with colleagues across the Academy
- To actively contribute to the teaching of French (and German) across all age and ability ranges
- To remain informed of current developments in the subject area, to participate in INSET and to initiate change where appropriate
- To consistently plan and deliver outstanding lessons, ensuring that a variety of teaching resources are utilised appropriately
- To ensure that students' work is marked regularly and conscientiously, in accordance with the Academy feedback policy
- To set and mark internal examinations and assessments as required
- To demonstrate good knowledge of a wide range of teaching methods and to implement these in the classroom
- Support the positive behaviour for learning policies in lessons
- To be fully committed to the Academy's house and enrichment activities
- To possess excellent ICT skills and use these as a core tool in the teaching of German and French
- To provide accurate information for parents as directed by the Academy and department policy and to attend parents' evenings and other presentation meetings as directed

General responsibilities and objectives:

- To work within the Academy framework with regard to Health and Safety
- To promote equal opportunities in the Academy and support the EDI strategy
- To actively promote the aims and ethos of the Federation
- To support the Academy's commitment to the continued professional learning of all staff
- To undertake any additional duties as may reasonably required by the CEO or Principal
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Academy's safeguarding policies and undertake an enhanced DBS

Person Specification

Criteria	ESSENTIAL	DESIRABLE	HOW IDENTIFIED AND ASSESSED AP - Application AS - Assessment I - Interview P - Presentation R - References
Education/qualification and training			
Well-qualified graduate in a relevant discipline	√		AP,I, R, AS
Knowledge/skills			
Excellent inter-personal and communication skills and the ability to establish positive relationships with colleagues, students and parents	√		AP,I, R, AS
Good ICT skills	√		AP,I, R, AS
Knowledge and understanding of current MFL pedagogies	√		AP,I, R, AS
Experience			
Experience of effective behaviour management	√		AP,I, R, AS
Experience at delivering French and another language at Key Stage 3, GCSE and possibly A Level	√		AP,I, R, AS
An ability to recognise the scope for taking the subject out of its classroom setting	√		AP,I, R, AS
Good understanding of the curriculum and exam requirements for French and another language at GCSE and A Level	√		AP,I, R, AS
Personal characteristics/other requirements			
An outstanding practitioner with demonstrable passion and enthusiasm for teaching languages		√	AP,I, R, AS
Sensitivity in dealing with difficult pastoral issues		√	AP,I, R, AS
Commitment to their own professional learning	√		AP,I, R, AS

Why Haberdashers?

We're proud of our people. Bound by the Haberdashers name, our inclusive community in the heart of South East London is alive with diverse backgrounds, personalities and passions. We are building a culture where pupils, parents, teachers and staff selflessly serve each other, centred on traditional values and behaviours. When you become a part of Haberdashers', you find a place where you belong.

Working in education is not always an easy task. We see the effort, the creativity, the hours our staff put in. We show our appreciation by:

Providing talent development opportunities

We want the best people to join the Haberdashers' community because they are ambitious, talented and want to make a difference to children and young people. The Haberdashers' Trust is committed to the continuing professional development of all staff.

Providing a good pension

When you join the Haberdashers' community, you can join an excellent Pension scheme, either the Teachers' Pension scheme or the Local Government Pension Scheme depending on your role.

Offering flexible working

We are able to consider flexible and family friendly working opportunities to include part-time, term-time working and job-sharing arrangements.. We are able to consider all requests for flexible working after 26 weeks of continuous service

Supporting your health and wellbeing

Balancing everyday life with the requirements of work and home can create pressures for all of us. Work is a large part of people's lives. We support a, healthy work environment that is conducive to a healthy lifestyle. All employees have free access to a 24-hour confidential counselling service, designed to help staff deal with a range of personal and general problems.

Actively promoting equality and diversity

We are committed to promoting an equal, diverse and inclusive community. We want the best people in our schools regardless of age, disability, gender, gender identity, race, religion or belief, sexual orientation, pregnancy and family or marriage and civil partnership. We are particularly keen to receive applications from candidates from historically under-represented and minority groups

"The chance to work at and be part of a school that is still growing, in the heart of London, is a once in a career opportunity.

I love teaching at Borough; supporting the progress of our committed students, who truly reflect every part of this diverse, dynamic and creative local community, but also being supported by hugely talented colleagues from a wide range of backgrounds and experiences.

Your own professional wellbeing and development is regarded as an absolute priority of the senior leadership, with every member of the school community treated fairly and with consideration. This is a great opportunity for any educational professional looking for a new challenge".

Alastair McNair
Teacher of English



Recruitment process and additional recruitment information

Closing date: Tuesday 4th Jan 2022
Interview date: Wednesday 5th Jan 2022
Start date: Jan 2022

Recruitment Process:
Once you have submitted your application, it will be assessed against the criteria in the person specification. If you score well against this criteria, you will then be invited to attend an interview. Details will be made available when selected, but the interview is likely to include:

- Written tasks
- Classroom visits
- Classroom observation
- Panel Interviews on a variety of topics

Special Requirements:
If you require reasonable adjustments prior to your interview, these can be arranged by emailing t.loughran@haaf.org.uk

Equality and Diversity:
We recognise the benefits of a diverse workforce. We are committed to eradicating discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference

References: Before you are invited to interview, we will obtain references from your referees. In order to prevent any delays, please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK: Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

Data Protection: Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Criminal Convictions: All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. A Barring Check is also obtained on anyone who will be working or coming into contact with children; and must be received by the School before employment can commence.

HABERDASHERS'
ASKE'S

BOROUGH ACADEMY

For an informal discussion about this post, more information or to arrange a visit, please contact: t.loughran@haaf.org.uk

Thank you for your interest in Haberdashers' Borough Academy.

We look forward to receiving your application.

Haberdashers' Aske's Borough Academy 94B Southwark Bridge Road, London SE1 0EX
www.habsborough.org.uk