



## **CANDIDATE INFORMATION PACK**

**Teacher of Modern Foreign Languages**



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Dear Applicant,

**Our Vision:**

“Be the best you can’ this is what we ask of our pupils and staff.

We are committed to providing the very best educational experience for our young people and invite applicants who share this commitment and want to be a part of our success story. We believe in the power of the curriculum and so intentionally have the following at the core of our practice:

- A pragmatic approach to pedagogical practice that reduces teacher workload
- Teaching powerful knowledge rather than parroting the knowledge of the powerful
- CPD which is rooted in the best educational research, often with a foundation in cognitive science

The Academy is on a journey from Good to Great and appointed a new Principal in September 2020 to ensure that this objective is realised. The recruitment of a skilled and enthusiastic **Teacher of Modern Foreign Languages** is crucial to the success of this journey.

**About You:**

- You can motivate and inspire pupils to build on their current achievements
- You have excellent interpersonal skills and a commitment to collaborative working
- You are committed to working in an inner city school and believe that such schools should provide the best possible environment for academic success and personal development
- You have an excellent track record of outstanding teaching across Key Stages 3 to 5
- You are resilient and have a great sense of humour, as you never give up.

**About Us:**

- We provide a world class education for boys and girls aged 11-19, in a modern state of the art building that opened in September 2010.
- We provide a welcoming, caring and stimulating environment with excellent teaching facilities.
- We have pupils who strive to maximise their achievement and are fully supported by parents who work with us in partnership.
- We have excellent transport links; 5 min walk from the bus stop or 7 min walk from Manor House tube station which serves the Piccadilly Line.
- We have a high-quality teaching staff fully committed to supporting pupil’s academic and personal development.
- We offer excellent opportunities for your own professional development
- We believe qualifications open doors but are only part of the story. All children deserve a full rounded education

Thank you for your interest in our Academy. I look forward to receiving your application.

**Shereka James**  
**Principal**

# SKINNERS' ACADEMY HISTORY

Skinners' Academy, a school in the Woodberry Down (North Hackney) community for boys and girls aged 11-19, provides a world class education in a state-of-the-art building. The Academy opened in 2010 and is supported by the Skinners' Company, who is proud of the Academy being at the heart and hub of the local community.

The Academy provides a learning environment that is inspiring, exciting and motivating for every student. Therefore, with your contribution, we will challenge and support their paths to success.

Our "Be the best you can" ethos is applicable to both students and employees.

## OUR MISSION

### 'Be the best you can'

#### Our Mission:

The Principal and Governors at Skinners' Academy believe that all children will be the best they can be by working in active partnership with the Academy to achieve excellence for themselves and the wider community. The Academy will provide the necessary prerequisite skills, knowledge and experiences for children to ensure they have the opportunities to succeed. Not only will our young people be successful and productive citizens but, they will be a source of influence in the society that they live in, ensuring that they make sustainable and authentic contributions for future generations.

#### Our Values:

- Be Curious** - We will ask the right questions, learn from others, and look for ways to work smarter.
- Be Cooperative** - We will work in partnership with others to achieve our goals.
- Be Determined** - We will see challenges as obstacles that we can overcome. We will not give up.
- Be Kind** - We will be generous with our time and resources; we will show empathy.
- Be Respectful** - We are committed to upholding the values of equality and inclusion. We will not tolerate prejudice in any form.
- Be Outstanding** - Exceptionally good; this is what we strive for 100% of the time.

#### Our Specialism:

In our commitment to ensuring that our young people are not only prepared for every step of their learning journey but that they also have the agency to influence their future, we believe that Enterprise forms a crucial role in realising this. As an Academy we will ensure that students understand the skills of Enterprise and that they can use these effectively to carve out their desired futures.

*"Enterprise is about motivating young people to learn and excel in their education and to see the relevance of their studies. It is more than the creation of entrepreneurs, it is about a can-do and positive attitude and equipping people with the confidence to develop ambitious career and vocational interests. Enterprise therefore supports the development of a wide range of work and professional skills and capabilities, including resilience, risk taking, creativity and innovation, as well as a self-belief that starting a business is a viable career choice and one of the most exciting and challenging things a person will ever do."*

- Lord Young 2014

# STAFF REWARDS AND BENEFITS

## **Annual Salaries**

We offer competitive salaries for both Teaching and Support staff, (Inner London Weighting) including recruitment and retention allowances, in some cases.

## **Pension Scheme Contributions**

We pay in a high percentage of monthly contributions for Teaching Staff (Teachers' Pension Scheme) and Support Staff (Local Government Pension Scheme) members enrolled in these pension schemes.

## **Annual Season Ticket Loans**

Staff members can apply for an annual season ticket loan where the cost of the season ticket is spread over 10 monthly payments, interest free.

## **Staff Wellbeing**

Regular guided mindfulness meditation takes place accessed remotely via the Skinners' Academy All Staff Wellbeing Channel in MS Teams.

Regular Wellbeing Audits occur throughout the year, followed by a Wellbeing Action Plan, giving opportunities for staff, students and parents to suggest strategies that would positively impact wellbeing.

We encourage a culture of celebrating each other. 'Staff Shout Outs' can be sent via a link for members of staff to nominate a colleague they particularly want to celebrate each week.

## **Gift Vouchers for 100% Attendance**

We really value your commitment to each working day and as a token of this, each term, staff members who have achieved 100% attendance participate in a prize draw, offering them the prospect of winning £100 worth of LOVE2SHOP vouchers which is accepted in over 20,000 stores, restaurants and attractions.

## **Cycle Scheme**

Skinners' Academy is a registered employer on the Cycle Scheme which provides staff members with the opportunity to purchase a bike of their choice, tax free. This for most people means a saving of around 2% of the total cost. Payment(s) are deducted via payroll over a term of 12 months.

## **TechScheme**

The Techscheme is powered by Apple and Currys PC World and lets staff members choose from over 5,000 tech products from tablets and televisions, fitness trackers and phones, to games consoles and kitchen appliances. Staff can spread the cost from their salary via a salary sacrifice across 12 months and make a National Insurance saving of up to 12%.

### **Electric Car Salary Sacrifice Scheme**

To further the Academy's commitment to the environment and sustainability, we have partnered with WeVee to encourage zero-emission driving by making electric cars easily available and affordable to staff. Salary Sacrifice lets staff pay for an electric car, including maintenance and insurance, directly from their pre-tax salary, with one monthly payment. By lowering the taxable portion of a staff member's salary, £1,000s can be saved in Income Tax & NIC payments a year. Enjoy a top-notch, new electric car every 2-3 years and by driving electric, save up to 75% on fuel, pay £0 road tax, and zero Congestion Charge and ULEZ fees.

### **London Borough of Hackney School Staff Offers**

All employees of London Borough of Hackney schools can register for the borough's savings and discounts scheme where employees can enjoy 100's of offers on big name brands such as BT Broadband and supermarket digital gift cards. Employees can register for free using their school email address and Scheme ID Number.

### **Discounted Mortgages for Teachers**

Endorsed by the NEU, Teachers Building Society was established specifically to help teachers with smaller deposits buy their very first home. As the only building society dedicated to teacher lending, they not only reserve their best (cheapest) mortgage deals especially for teachers but they use their expert understanding of the education industry to make the home buying process as smooth and simple for teachers as possible. Buying a property with someone else? No problem, only one applicant needs to be a teacher.

### **Social Events**

The Skinner's Social Committee helps to connect staff during this challenging time by organising lively staff social events to ensure that staff get the opportunity to unwind and enjoy a well-deserved break from work.

## JOB DESCRIPTION

<b>Post:</b>	Teacher of Modern Foreign Languages
<b>Grade:</b>	Main Pay Scale / Upper Pay Scale
<b>Responsible to:</b>	Head of Modern Foreign Languages
<b>Responsible for:</b>	Learning outcomes of students

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### Principal Accountabilities:

- 1) Provide high quality teaching and learning experiences for students
- 2) Fulfil the role of Form Adviser to students

### Main Activities and Responsibilities

Main duties and responsibilities are indicated here. Other duties at an appropriate level and nature may also be required and will be negotiated.

#### 1. Teaching and Learning

- Teach high-quality and successful lessons to all age groups.
- Be a Form Tutor and/or Personal Adviser
- Monitor pupils from performance data.
- Address underachievement through contributing to Academy strategy as well as developing and implementing department strategies and approaches.
- Provide assessment to students and parents as required
- Fulfil reporting requirements
- Liaise with parents to ensure excellent attainment
- Support extended day activities to enhance pupils' learning experiences
- Manage the behaviour of students in classrooms and around the academy
- Understand and fulfil all the requirements of Academy policies.

#### 2. Additional Responsibilities

- Ensure that an enterprising approach is adopted by all across the Academy.
- Promote the Academy ethos in which the highest achievements are expected from all members of the Academy community.
- Adhere at all times to professional business standards of dress, courtesy and efficiency in line with the ethos and specialism of the Academy.
- Attend department and staff meetings
- Attend and participate in open evenings and parents' evenings.
- Uphold the Academy's behaviour code and uniform regulations Be responsible for ensuring subject knowledge is developed and participate in staff training and development

### Key Organisational Objectives

The Postholder will contribute to the Academy's objectives in service delivery by:

- Following Health and Safety requirements and initiatives as directed

- Ensuring compliance with Data Protection legislation
- At all times operating within the school's Equalities policies demonstrating commitment and contribution to improving standards of attainment
- Adopting client care and quality assurance initiatives
- Fulfilling the role of Student Personal and/or mentor if required
- Contributing to the maintenance of a caring and stimulating environment for young people

### **Special Conditions of Service**

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview.

This post allows substantial access to children, candidates are required to comply with Academy procedures in relation to DBS checks. If candidates are successful in their application prior to taking up post, they will be required to give written permission to the Academy to ascertain details from the Disclosure and Barring Service (DBS) regarding any convictions against them and, as appropriate the nature of such convictions.

### **Equal Opportunities**

The postholder will be expected to carry out all duties in the context of and in compliance with the Academy Equalities Policies.



**Person Specification**

**Job Title:** Teacher of Modern Foreign Languages

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>		
Educated to degree level or equivalent	✓	
Qualified teacher status	✓	
<b>Experience</b>		
Ability to use ICT effectively.	✓	
Use ICT to raise achievement	✓	
A commitment and understanding of the use of ICT within the curriculum	✓	
High quality teaching to pupils of all abilities.	✓	
Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work	✓	✓ (ECTs)
Demonstrable experience of improving successful student outcomes in the last three years	✓	✓ (ECTs)
High quality outcomes	✓	✓ (ECTs)
Experience as a form tutor and or/ pastoral work	✓	✓ (ECTs)
<b>Skills</b>		
<b>Personal</b>		
Must be well organised	✓	
Must be well presented	✓	
Excellent communication and organisational skills	✓	
Ability to work hard under pressure while maintaining a positive, professional attitude	✓	
Ability to organise and prioritise workload and work on own initiative	✓	
Excellent creative teaching ability	✓	
Commitment to personal career development	✓	
<b>Knowledge and Understanding</b>		
Developments in the National Curriculum	✓	
Developing differentiated schemes of work	✓	✓ (ECTs)
<b>Equal Opportunities</b>		
Understanding of different social backgrounds of pupils	✓	
Understanding the needs of pupils and the appropriate strategies to support them	✓	
Understand the needs of bilingual pupils	✓	

# Teacher of Modern Foreign Languages

**Salary: Main Pay Scale / Upper Pay Scale**

**Required: January 2022**  
**Contract Type: Permanent**  
**Location: North Hackney**

We are seeking to appoint an inspirational Teacher of MFL to join our exceptional MFL department.

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- We have excellent transport links; 5 min walk from the bus stop or 7 min walk from Manor House tube station which serves the Piccadilly Line.
- We have a high-quality teaching staff fully committed to supporting pupil’s academic and personal development.
- We offer excellent opportunities for your own professional development.
- We believe qualifications open doors but are only part of the story. All children deserve a full rounded education.

Please note this post allows substantial access to children, therefore the successful candidate will be required to apply for, and hold, an enhanced DBS (Disclosure & Barring Services) certificate. The Academy will arrange this for you prior to you taking up your post.

To apply, please send a completed application form and monitoring form to: [recruitment@skiddersacademy.org.uk](mailto:recruitment@skiddersacademy.org.uk)

Please note that we do not accept CVs.

**The closing date for applications is 9am on Monday 20<sup>th</sup> September 2021.**  
**Interviews will be held w/c 4<sup>th</sup> October 2021**