

# Stamford Welland Academy

*Providing support and champion high-quality education  
at the heart of local communities*

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## Teacher of MFL

### Job Description & Person Specification



**Role:** Teacher of MFL  
**Scale:** Main Pay Spine  
**Hours:** Part time  
**Responsible to:** Subject Leader

## **RESPONSIBILITIES**

### **As a member of the house/ subject team**

- Establish clear expectations of student achievement and progress, through effective target setting and monitoring
- Support the trust's and school's philosophy, vision and values
- By personal example and practice, establish clear expectations and standards for both staff and students in line with the school's policies and values
- Establish a positive and vibrant environment, focused upon high expectations, strong identity and positive attitudes
- Regularly update the subject leader/ head of house on the individual progress of students
- Follow and support clear protocol and policies, to ensure consistency within teaching
- Ensure that the physical environment promotes and celebrates learning and achievement
- Analyse reporting data at regular intervals throughout the year to support teaching and intervention
- Invest in developing own practice to remain innovative and take responsibility for adding to and sustaining a culture of learning

### **Student progress**

- Regularly assess and provide feedback to students to ensure sustained progress
- Ensure that students have a consistent and high quality experience
- Support, promote and celebrate activities/events within the Academy that encourage and recognise achievement and support a culture of achievement
- To ensure that ICT, Literacy, and Numeracy are reflected in the teaching/learning experience of students

### **Communication with Families**

- Ensure effective, quality communication is in place for families
- Ensure that families are informed of issues affecting the progress of their child through tutoring and reporting
- Reporting house achievement to students and families

### **Contribute to school arrangements affecting student progress through and with regard to:**

- Attendance and punctuality
- Achievement and behaviour monitoring data
- House and subject team activities, assemblies and achievement events
- Reporting and recording incidents of concern
- Transition of students from primary to secondary school and from secondary to further education

### **MENTAL HEALTH & WELLBEING**

- Commit to support the school's approach to mental health at work that protects and improves mental health for everyone, whilst supporting those people who experience distress.
- Ensure that discrimination on the grounds of mental health status is seen to be as unacceptable as discrimination in relation to other protected characteristics such as race, gender or sexual orientation
- Report any discrimination or harassment and to blow the whistle on discrimination you witness.
- To support the School's positive culture that values authenticity and openness.
- Support the school's mentoring programmes and well-being forums



*The job description is subject to review and may be changed following consultation with the post holder.*

*The postholder may be called on to fulfil other responsibilities outlined in the School Teacher's Pay and Condition Document and to meet the Teacher Standards.*

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## **TEACHING AND LEARNING**

**Teaching** - Including planning, preparing resources, courses, and lessons. This to include cross curricular provision.

**Organisation** - Maintain an orderly and pleasant environment in which staff and students can work effectively.

**Management of Student Behaviour** - Motivating and encouraging students in line with School Policies on Attendance, Rewards and Health & Safety. Maintaining good order and discipline among students and ensuring their health and safety at all times.

**Assessment** - Marking, assessing, recording, and reporting.

**Student Support** - Undertaking responsibility as Tutor to a group of students and delivering appropriate support and guidance.

**Cover** - Teaching any students as fair and reasonable but flexible, whose teacher is not available to teach them, according to the local agreements.

**Development** - Participating in further training and reviewing methods of teaching and programmes of work.

**Evaluation** - Taking part in review, development and management of activities relating to the curriculum and organisation of the school.

**Administration** - Participation in administrative and organisational tasks related to the above duties including the supervision of persons providing support for teachers and the ordering and allocation of equipment and materials. Registering students and attending assemblies, writing references.

## **GENERAL**

**Marketing and Recruitment** - to work within the school framework and policy.

**Performance Management** - Participating in arrangements made in accordance with the School PM arrangements regarding yourself and others.

**Management** - Contributing to the selection and development of teaching and support staff including those new to the School. Co-operating with and co-ordinating the work of other teachers and support staff.

**Community** - Participation in and supporting the day to day and special community arrangements and activities.

**Meetings** - Participating in meetings relating to the curriculum, administration, and organisation of the School.



**Other Duties** - Undertake other duties, from time to time, as reasonably required by the Principal.

We can offer you:

- A post with the potential for future progression both within this role and the wider trust. Support from the wider trust including numerous CPD opportunities.
- A full induction programme alongside weekly training sessions and staff meetings to ensure effective communication.
- A successful teaching school within the CMAT trust and with a strong track record of staff development
- Employee Assistance Programme to help support you in everyday life as well as career decisions
- Staff social activities, including staff fitness and well-being sessions
- Ample on-site car parking.

We are situated in the town of Stamford, Lincolnshire. The town is served by Stamford railway station. The station has direct services to Leicester, Birmingham, and Stansted Airport (via Cambridge) on the Birmingham to Peterborough Line. CrossCountry operate most services as part of their Birmingham to Stansted Airport route. Trains to and from Peterborough pass through a short tunnel that runs beneath St Martin's High Street.

The closing date for applications is Sunday 18<sup>th</sup> April, but maybe closed early if sufficient applications are received. If you would like to join an Academy demonstrating a serious commitment to impact on pupil progress, we welcome your application.



# A values-based education at Stamford Welland Academy: a CMAT Academy

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Cambridge Meridian Academies Trust (CMAT) exists to provide **high quality education at the heart of the community.**

To reflect this, the philosophy of all CMAT schools is:

- **achievement for all**
- **the pursuit of excellence;**
- **valuing people;**
- **providing a high quality learning environment;**
- **extending the boundaries of learning.**

Where every child is a:

- **Successful Learner** who enjoys learning, makes progress and achieves
- **Confident Individual** who is able to live a safe, healthy and fulfilling life
- **Responsible and Employable Citizen** who makes a positive contribution to the communities in which they live.

Where the school is a:

- **Hub for community activities** and a place where people of all ages meet and integrate
- **Centre for extended services** for children, families and the community
- **Source of immense pride** for the whole community

Within this context, the purpose driving Stamford Welland Academy will be to provide high-quality learning for all so that:

**Every member of our community is known, valued and supported to achieve in all areas at the highest level to become successful, confident and responsible for the pursuit of lifelong learning.**

Each day at Stamford Welland Academy, we will live out **our values** by:

- Providing **aspiration** for all through high-quality teaching and learning and experiences
- Demonstrating **integrity** in everything we do
- Embracing **responsibility** through teamwork and strong leadership
- Showing **understanding** of all in every situation
- Encouraging all to show **resilience** in challenging circumstances

We will deliver the vision behind our purpose and values in the academic curriculum through the **Stamford Welland Way** and in parallel experiences through the **PLEDGES Programme**.



## Person Specification – Teacher Of MFL

Essential	Measured By
<p><b>Knowledge and Experience</b></p> <p>Successful experience of teaching at Key Stage 3 and 4 French, with excellent classroom management. Proven track record of raising standards of attainment across the 11 – 16 curriculum (if applicable).</p>	AF/I
<p><b>Qualifications/Training</b></p> <ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• Degree or equivalent.</li> <li>• Evidence of recent and relevant professional development.</li> </ul> <p><i>Desirable:</i></p> <ul style="list-style-type: none"> <li>• Relevant professional development</li> </ul>	AF/I
<p><b>Skills and abilities</b></p> <ul style="list-style-type: none"> <li>• Ability to communicate effectively at all levels.</li> <li>• Good interpersonal skills.</li> <li>• Good presentational and training skills.</li> <li>• Ability to use initiative and prioritise work.</li> <li>• Ability to work to deadlines.</li> <li>• Confident user of ICT.</li> </ul>	AF/I
<p><b>Motivation</b></p> <ul style="list-style-type: none"> <li>• Flexible approach to work.</li> <li>• Ability to work well as part of a team.</li> <li>• Ability to quickly gain the respect of all students and staff and foster appropriate relationships.</li> <li>• Confident and diplomatic approach to work.</li> <li>• Committed to school ethos and direction.</li> <li>• Self-motivating and resilient.</li> <li>• Commitment to raising standards of behaviour through improved teaching and learning skills.</li> </ul>	AF/I
<p><b>Physical aspects</b></p> <p>High standard of attendance and punctuality. Energy. Willingness to 'go the extra mile'.</p>	I



AF – Application Form

I – Interview

***Please Note: In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated. These will include:***

- ***Motivation to work with children and young people.***
- ***Ability to form and maintain appropriate relationships and personal boundaries with children and young people.***
- ***Emotional resilience in working with challenging behaviours and***
- ***Attitudes to use of authority and maintaining discipline***