

Teacher of MFL (French and Spanish) (1.0FTE/Maternity) Candidate Information



Welcome from Education South West

Dear Candidate,

Thank you for your interest in Education South West - we are always on the lookout for exceptional talent to join us and contribute to our team of creative education professionals.

At Education South West we believe that education makes children's lives better, it is as simple as that; it enables them to lead great lives in every sense of the word. We believe that every child has the right to achieve all that they are capable of and more, regardless of their background or raw ability.

Across all our schools our staff aim to provide an educational experience which is outstanding; our schools all believe strongly in the power of and broad and balanced curriculum. Sport, art, technology drama and music play a key role in all our schools.

We encourage innovation, creativity, and individuality. By sharing this individuality and creativity we believe that schools and communities become stronger through unity and collaboration.

We are caring and compassionate. Every individual in our schools matters and we believe strongly that children and staff should enjoy their time at school, and work. A positive can-do attitude to their work and study is necessary. The happier and more stimulated a person is the more motivated they are to improve.

We believe in developing a positive attitude to learning and to life, in having clear goals and in providing a supportive environment to help the realisation of these.

We support and challenge our school leaders and the staff in our schools to be the best they can, leading effective teams at every level, growing future leaders, and working together to provide an exciting education for all.

We welcome and support aspirational and ambitious teachers and classroom support staff, dedicated to supporting children through their time at school.

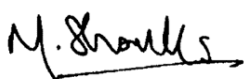
We offer excellent opportunities and professional development through in-school CPD, our Research School status, through our teaching schools and through our links with the wider education community. We are ambitious for our children and our employees and always looking to support, challenge and develop talent, whatever stage you are in your career.

When recruiting staff to work with children we place immense importance on:

- people who go the extra mile.
- a commitment to professional development and a desire to continue learning, via research, private study and in learning from others.
- a desire to ensure that everything that is done within schools is the best it can be.
- a firm commitment to the philosophy that we work in education to improve young people's lives and improve society; we serve our communities and the wider populace.
- the ability to develop positive relationships with pupils, students, and parents.
- good interpersonal and communication skills when liaising with stakeholders.
- a good sense of humour.
- a commitment to working in partnership with others and sharing selflessly best practice within and outside of ESW.

Your journey with ESW starts here and I look forward to meeting you in the future.

Yours faithfully,



Matthew Shanks
CEO

Welcome from Coombeshead Governors

Dear Candidate,

This is an exciting time for Coombeshead Academy. The Governing Body look back over the last few years with a sense of real pride in what continues to be achieved by the leadership, staff and students of Coombeshead Academy.

I never cease to be amazed at the commitment, talent and hard work from the staff that I see when I visit. The students are a real credit to the community and make giving up my time a privilege.

The Headteacher and senior leadership team have a common sense of purpose and vision; you will enjoy the backing of a dedicated and supportive team of governors who will value your contribution to the creativity and innovation of an existing first-class team of staff.

Most importantly you will be someone whose focus is on helping every single student within our academy to maximise their potential and be the best that they can be during their time with us.

Thank you in advance for the time that I know you will commit to this process.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'Lindsay Yelland', with a long horizontal flourish extending to the right.

Lindsay Yelland
Chair of Governors

Letter from the Principal

Dear Colleague

Teacher of MFL (French and Spanish) - MPS/UPS
Full-time, maternity– September start

Thank you for your interest in Coombeshead Academy and the position we have available. I am delighted that you are considering joining our team and I hope that this information pack, along with the school website, gives you all the information that you need to apply for the post.

Coombeshead Academy is an inspirational place to work and visitors to the school all comment on the warmth, behaviour and qualities of our young people. The fantastic resources, school buildings, and the strong supportive relationships evident between staff and students make Coombeshead a special place to work.

This is an opportunity to join the school at an exciting point in our journey as part of Education South West. Education South West is a multi-academy trust of 11 schools spanning primary, all-through and secondary: nearly 5,000 students and 600 staff in total. We are the 4th largest trust in Devon. The trust has both a teaching and research school sitting at the heart of its organisation which drives opportunities and improves the quality of provision across our schools.

The aim of the Trust is simple: *to work together so that children can lead great lives.*

We are fortunate to be able to attract a high calibre of staff to Coombeshead Academy. Our drive is to offer you:

- The opportunity to work in a school where all staff are viewed as part of the family.
- Somewhere where leaders look after you as well as encourage you to pursue your aspirations and goals.
- A school where the classroom and the learning experience for young people is the centre of everything that we do.
- Shared schemes of learning and resources which support your workload.
- A school with a healthy view of the work life balance needed to be a great teacher.
- The freedom to experiment in your own classroom.
- A sensible and balanced approach to marking and feedback.
- A clear behaviour policy which supports you to be able to teach with enthusiasm and freedom to a receptive audience.
- Opportunities to share your practice and learn from others across the trust and South West Teaching School Alliance.

Our staff are friendly and supportive, and we offer a full range of professional development opportunities no matter what stage you are at in your career. Many of our senior and middle leaders started as teachers with us and have developed into incredibly talented practitioners. We offer internal and external training through our National Professional suite of qualifications including NPQML and NPQSL - your professional development is important to us.

If you have a genuine desire to do the best for young people, then we would welcome your application. The school is committed to safeguarding pupils and personnel and will conduct checks based on the information in your application. If you are selected for interview, safeguarding will feature in the interview programme.

If you wish to visit the school or have any questions about this role, please feel free to contact the school and ask to speak to my PA, Caroline Battong. Applications must be made by completion of an application form, and candidates invited to interview must supply a signed copy of their application form before their interview takes place. We would also request that interviewees bring to the interview original copies of relevant exam certificates, and where available original copies of their DfE registration and DBS disclosure.

The closing date for applications is **9.00am on Friday 14 May 2021** with interviews likely to take place week of 17 May 2021.

Yours faithfully



Robert Coles
Headteacher

THE DEPARTMENT

The MFL Department is a successful team of lively and experienced teachers. This is a wonderful place to teach languages.

Students are given a choice which language they would like to study when they start Year 7. We offer both French and Spanish in our curriculum area. Students study a language throughout KS3 with the majority expected to continue their studies through to GCSE. We are very proud to have languages and the EBACC at the heart of our ambitious curriculum.

The MFL curriculum area has a suite of 5 dedicated classrooms and a staffroom which is shared with another team.

There are clear schemes of work for Key Stage 3 and 4, and the curriculum team works closely together in formulating modules and standardising assessment. A collaborative approach also provides a great base for professional discussion and innovation in terms of curriculum and pedagogy.

THE POST

Required from September to teach MFL at Coombeshead Academy (part of Education South West) for one year as maternity cover for an existing member of staff. The MFL curriculum team is an open, friendly, and successful team.

This is a full-time role.

STAFF AND STUDENTS OF THE SCHOOL

All staff are considered leaders within the school and given the opportunity to participate in the decision-making process through regular curriculum team, pastoral and staff meetings – and whole school events.

Relationships between staff and students here are excellent. We see evidence of this in the time which staff devote to giving students individual help outside of classes and the time and energy they commit to trips. Our students are well motivated and responsible, and we receive many plaudits when they are active on visits.

CONTINUING PROFESSIONAL DEVELOPMENT

We are very clear in our belief that the staff are our best resource and invest a lot of time and resources in continuous professional development. We place a great deal of importance in supporting trainee teachers and NQTs. All our NQTs have an individual curriculum team-based mentor as well as mentoring from the Professional Development Leader. We do our absolute best to offer all our staff a continuous training programme as their career enters various stages from NQT through to preparation for middle and senior leadership, and then on eventually to headship. Our policy is to train our own staff who can then lead others.

We also use Incremental Coaching as the basis of regular developmental discussions for staff.

THE CURRICULUM

We have an admission number of 210 students in each year group which we organise into seven mixed ability tutor groups. They are taught in mixed ability groups at Key Stage 3 except in English, Maths, MFL and Science. Students are taught either French or Spanish in Year 7 depending on student choice.

We have a clear vision of what makes teaching and learning at Coombeshead distinctive. Learning here is exciting, inspiring, engaging, and effective. We train all our staff in using effective teaching and learning strategies based on the principles of the model for expert teaching the

work of the EEF and Research School. We support staff by having a programme of Incremental Coaching that ensures that all staff have access to a coach who focusses on in-lesson improvements in teaching strategies.

Our Sixth Form offers a wide programme of A levels and vocational qualifications. We are proud of the breadth of our curriculum with many opportunities for enrichment as part of the Sixth Form which prides itself on being a thriving community of its own.

EXTRA CURRICULAR

We have a thriving extra-curricular programme which is always changing and always developing. We will discuss with you at interview how you would like to contribute to this programme. We run many sports teams who achieve County and national success, and stage many different concerts and drama productions throughout the year. Other clubs and activities range from chess to football! We hold a Challenge Week at the end of the Summer Term where all students opt for residentials or daily activities, with options ranging from residentials in Europe to water sports in Cornwall staying in YHA's along the way.

There are many other trips and visits which enhance the curriculum including a Technology residential in London to look at all aspects of design, English, and Drama residentials in London and Stratford, Geography and Biology field trips and so on. Staff would not give up this time if they did not enjoy working at Coombeshead with our students, and we are enormously appreciative of their time and goodwill.



Job Description

Post Title: **Teacher of MFL (French and Spanish)**
Responsible to: **Head of MFL**
Scale: **MPS/UPS**
Start: **September 2021**

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

Job Purpose

To be an effective teacher and tutor who supports and challenges all students to achieve their full potential.

Accountabilities:

1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons, and sequences of lessons to meet students' individual learning needs.
3. To use a range of appropriate strategies and follow School policies for tutoring, teaching, behaviour management and classroom management.
4. To do all you can, involving parents and other agencies, to ensure that because of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of students in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for students in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar students nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students' learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the school.

UPS2: UPS2 teachers are expected to make a sustained and substantial contribution to the school based on threshold criteria.

UPS3: UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of students' standards and contribute effectively to the work of the wider team. They take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students' learning.

Performance Management

Your annual performance review is based on this overall job description and with particular emphasis on your annual targets. These are set in discussion with your line manager and grouped under the headings: Professional development; Team Improvement Plan; student progress.

Name:		Date:	
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Signed:		Signed:	
	(Principal)		(Member of Staff)



COOMBESHEAD ACADEMY

Teacher of MFL (French and Spanish)

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

Essential	Desirable	Evidence Base
Qualifications		
Degree and Qualified Teacher Status	Essential	Application Form / Certificates
Successful experience of teaching subject in placement or a previous school.	Essential	Application Form / Certificates
Professional Experience and Knowledge		
Successful teaching and curriculum experience	Essential	Application Form
Ability to teach subject to GCSE.	Essential	Application Form
Experience of teaching at A Level.	Desirable	Application Form / Certificates
Ability to communicate effectively with students, parents and colleagues.	Essential	Application Form / Interview
Ability to use assessment for learning and data to improve student performance.	Essential	Application Form / Interview
High level ICT skills.	Essential	Application Form / Interview
Inspirational practitioner with a passion to enthuse and engage students so they achieve their full potential.	Essential	Application Form / Interview
Excellent understanding of the curriculum and current developments in teaching and learning.	Essential	Application Form / Interview
Positive attitude towards your own and others professional development.	Essential	Application Form
Able and willing to make a full contribution to the life of the curriculum team and the wider school community.	Essential	Application Form
Personal Qualities		
Adaptable, flexible.	Essential	Application Form / Interview
Able to take responsibility and show initiative.	Essential	Application Form / Interview
Enthusiastic and inspiring.	Essential	Application Form / Interview
Able to command respect.	Essential	Application Form / Interview
Excellent team member, able to work both independently and cooperatively with others.	Essential	Application Form / Interview

How to apply

Application deadline

Completed applications must be received by **9.00am, Friday 14 May 2021**.

Please submit your application to Caroline Battong:

caroline.battong@educationsouthwest.org.uk



Completing your application

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Governors are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

It is the Governors' Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

Discussion and visits

Informal discussions with the Head of Curriculum Team Leader are welcomed, as well as visits to the School. Please arrange a suitable time with Caroline Battong

caroline.battong@educationsouthwest.org.uk. Telephone: 01626 248971

References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.



**Blackawton Primary School * Christow Community Primary School * Coombeshead Academy * Dartmouth Academy
East Allington Primary School * Kingsbridge Community College * Kingswear Primary School * Rydon Primary School
Stoke Fleming Primary School * Teign School**

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