Co-op Academy Failsworth

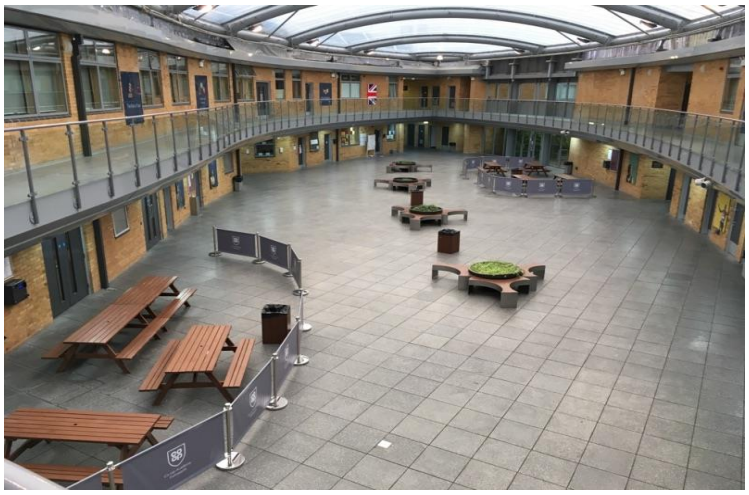
TEACHER OF SPANISH (WITH THE ABILITY TO TEACH KS3 FRENCH)



Achieving Excellence Together

Co-op Academy Failsworth

Achieving Excellence Together



Welcome from the Headteacher



Dear Applicant

Thank you for considering the post of Teacher of Spanish (with the ability to Teach KS3 French) at Co-op Academy Failsworth.

Making the decision to apply for a “new” post is always challenging on a number of levels. It is with this in mind, that I hope that we have given you the appropriate level of detail and information that supports you in making your application.

Our mission statement is “Achieving Excellence Together”. Our priority is to recruit the very best staff for our Academy who have ambition for our students and who show dedication and resilience. In return we offer an academy that is very focussed on staff wellbeing.

I do hope you find this pack useful and choose to apply for the post. I am sure when you read the contextual information on our website and when you visit our Academy you will find a positive, calm and vibrant community committed to improvement and progress.

Should you decide to apply for this post, please pay particular attention to both the Person Specification and Job Description, demonstrating how you meet the requirements, as this will be used to draw up shortlisted candidates. Electronic applications are preferred.

Good luck with your application.

The closing date is:	Friday 27 March 2020 at 10.00am
Shortlisting will take place:	Friday 27 March 2020
Interviews will be held on:	Wednesday 1 April 2020

P. Quirk

Phill Quirk
Headteacher

About the Academy

Co-op Academy Failsworth, an Academy that has traditional values but which is at the cutting edge of technology. We are part of the Co-op Academies Trust and this brings many benefits.

We are a fully inclusive, popular and over-subscribed 11-16 comprehensive Academy with almost 1500 students on roll. The Academy became a Cooperative Trust School in April 2010 and in 2017 we seamlessly moved to become Co-op Academy Failsworth.

We offer and seek the following:

- We seek to provide a high quality education and pride ourselves on being an Academy that isn't afraid to take risks in order to develop both students and staff.
- We are committed to the support, nurture and development of our staff and place great importance on the provision of high quality professional developmental experiences and opportunities for all of our colleagues.
- We believe that our Academy is a stimulating and enjoyable place to teach and learn. We achieve our goals by a strong team working together in order to raise attainment and to improve our students' learning experiences.
- We want colleagues who want to teach, who demand high standards and who have a wide variety of experiences.
- Who knows what challenges will face us over the coming years? For those staff who are talented, ambitious, hardworking and enthusiastic there will be plenty of career opportunities which will offer you excellent developmental potential.
- In February 2008, we opened our £30 million state-of-the-art building. The building was specially designed around the students and teachers to maximise space and comfort, making it a safe and enjoyable place to be.
- We are extremely proud of being part of the Co-op Academies Trust and the ethos that this has afforded our Academy. The last year has seen vast developments for the Academy.
- We are not just an Academy - we are part of the community and are always looking to widen our participation and work more closely with the local people.
- We will offer you a superb and comprehensive range of CPD activities to further develop your career. Our CPD offer includes visits, whole Academy training, weekly dedicated time for Academy, faculty and individual CPD and collaborative planning. Your career matters to us and we will give you every chance to grow and develop, which ultimately supports our drive to be outstanding and further improve student progress. Every Thursday students finish at 2.00pm. Staff then have two hours dedicated CPD time.
- Failsworth is well placed for employees to live in either the vibrant city centre of Manchester as it is only 3 miles away. Alternatively, Oldham offers attractive and well priced housing in city and rural localities.

If you believe you have what it takes to build upon our success story then we look forward to meeting with you.

Wellbeing for Staff

One of the 4 aims in our Academy Plan is staff wellbeing. We are a responsible, caring employer who want to support staff to create a high performing team. We offer

- Cover vouchers to all staff
- 2.30pm finish on Friday
- One wellbeing CPD slot per term
- Staff breakfast each term
- Two hours CPD on a Thursday with an emphasis on collaborative planning
- Flexible INSET days providing an 11 day October half-term

Pastoral

The Academy currently operates traditional year group system, with tutors all focused on raising achievement. We call each form a Family, with groups of different ages to reflect normal life both at home and in the workplace. There are 12 Family Groups within each of the year groups.

Students who at times require extra support may be given this additional help in our Gateway Centre which is housed in the adjoining Sports Centre. The Academy has a very successful “Study Zone” and “Gold area” (for SEND students) who may need additional support to access their curriculum entitlement.

Subjects are currently grouped into departments – The core of Maths, English, EBacc subjects, Science, Humanities, MFL and foundation subjects Expressive Arts, IT, Citizenship, PE and Technology.

Extra-Curricular Activities

We have an extra-curricular programme second to none. This not only involves a wide range of trips, visits, musical, sporting, artistic and subject based activities but also a bespoke revision programme five nights of the week for our Year 11 students. Staff at the Academy go the extra mile(s) to support learning and to provide a wide range of opportunities.

Exams/Curriculum

The Academy has a condensed two year Key Stage 3 curriculum. In Year 9 students start GCSEs which lead to external accreditation at the end of Key Stage 4. The academy day is currently split into 5 x 60 minutes sessions. On Thursday each week the length of each lesson is reduced to 5 x 50 minutes to allow all our staff to undertake continuing professional development activities at the end of the academy day. We encourage and expect our students to become independent learners hence the staff are sensitive to different learning styles and are encouraged to share new ideas. With class sizes for KS3 between 20-30 and a KS4 average of 20, we give the students the attention they deserve and reward them for good, independent, active learning.

GCSE – 2 x Grade 4 in English and Mathematics

2014	2015	2016	2017	2018	2019
45%	42%	52%	53%	52%	53%

2 Grade 4/**A*-C**
P8 is improving rapidly and we have the second highest rise in Oldham in 2019. We are confident that this will continue.

Leadership Structure

Our Senior Leadership Team from September 2018 consists of the Headteacher, two Deputy Headteachers, and a Senior Director of Business and Human Resources.

Our Senior Leadership Group consists of the above four staff plus seven Assistant Headteachers, the School Finance & HR Manager and the IT Network Manager.

Staff

There are approximately 180 teaching and support staff across the Academy, all on hand to give help and support and all with the opportunity to participate in high quality professional development opportunities.

We are committed to offering continuing professional development activities for all staff to enable them to develop their career. We also have a number of long established staff who have embraced the internal opportunities - together this has created a friendly, approachable atmosphere.

Community Engagement

Co-op Academy Failsworth is a focal point for community activity. This takes many forms such as community use of the sports facilities, a wide range of partners using the Academy in the evenings, hosting 'parties' for local OAP homes, supporting local charities.

Facilities

Our facilities are second to none. We have the latest and top of the range equipment benefiting everyone. To name a few:

- Secure access control throughout the Academy
- Secure private parking
- Interactive Whiteboards in every classroom
- Every subject area in the Academy has a work base office
- Every subject has its own wing within a larger faculty
- At least 28 PCs per subject area
- Every classroom is connected to the internet
- 2 Synthetic Astroturf pitches, 1 full size 4G astroturf pitch, 3 MUGA surface areas
- 3 Floodlit Tennis Courts
- Access to swimming pool and gym at the adjacent Leisure Centre
- Recording Studio
- Drama Studio
- Dance Studio
- Excellent facilities in and fully equipped rooms for: Science, Art and Technology
- Soccer Centre – available for community use during evening and weekend

Times of the School Day (Staff do one later finish on either Monday, Tuesday or Wednesday)

Year 7-10		Year 11	
Monday, Tuesday, Wednesday		**Monday, Tuesday, Wednesday**	
Family Time	8.35 - 8.55	Family Time	8.35 - 8.55
Period 1	8.55 - 9.55	Period 1	8.55 - 9.55
Period 2	9.55 - 10.55	Period 2	9.55 - 10.55
Break	10.55 - 11.15	Break	10.55 - 11.15
Period 3	11.15 - 12.15	Period 3	11.15 - 12.15
Period 4	12.15 - 13.15	Period 4	12.15 - 13.15
Lunch	13.15 - 13.50	Lunch	13.15 - 13.50
Period 5	13.50 - 14.50	Period 5	13.50 - 14.50
		Period 6	14.55 - 15.45
Thursday		**Thursday**	
Family Time	8.35 - 8.55	Family Time	8.35 - 8.55
Period 1	8.55 - 9.45	Period 1	8.55 - 9.45
Period 2	9.45 - 10.35	Period 2	9.45 - 10.35
Break	10.35 - 10.55	Break	10.35 - 10.55
Period 3	10.55 - 11.45	Period 3	10.55 - 11.45
Period 4	11.45 - 12.35	Period 4	11.45 - 12.35
Lunch	12.35 - 13.10	Lunch	12.35 - 13.10
Period 5	13.10 - 14.00	Period 5	13.10 - 14.00
Friday		**Friday**	
Family Time	8.35 - 8.40	Family Time	8.35 - 8.40
Period 1	8.40 - 9.40	Period 1	8.40 - 9.40
Period 2	9.40 - 10.40	Period 2	9.40 - 10.40
Break	10.40 - 11.00	Break	10.40 - 11.00
Period 3	11.00 - 12.00	Period 3	11.00 - 12.00
Period 4	12.00 - 13.00	Period 4	12.00 - 13.00
Lunch	13.00 - 13.30	Lunch	13.00 - 13.30
Period 5	13.30 - 14.30	Period 5	13.30 - 14.30

Subject Information

MODERN FOREIGN LANGUAGES

The Languages Team is a forward thinking dynamic team that focuses on high quality learning and teaching. We aim to ensure that all lessons are engaging and challenging to allow all our learners to achieve above and beyond their expected outcomes. We do this through an innovative approach that promotes skills of language learning and engaging topic areas taught through a range of teaching and learning techniques.

The MFL Team is housed across three classrooms and an ICT suite. Interactive boards are found in every classroom.

We currently have one part-time and four full-time teachers including a Head of Department and one second in department. As previously mentioned the leadership within the MFL department is as follows:

Head of department MFL
Second in department MFL

At KS3 we currently use Viva and Studio to allow for challenging, engaging and independent learning. Our KS3 SOW is designed to mirror KS4 in order to prepare our students well for the new GCSE specification. Key Stage 3 is Years 7 and 8, Students are exposed to both French and Spanish in the first half term of Y7, so that a decision can be made based on aptitude as to which language suits each student better. Students are then resetted to continue to develop their language studies in that language. In Year 8 we have three premium groups and our remaining students are taught in either mixed ability or language and culture classes. At the end of Year 8 students can opt to continue with a language of their choice. There have historically always been both French and Spanish GCSE groups in all years at KS4. All KS4 students follow Edexcel GCSE courses and use the Activstudio MIRA or EXPO schemes.

We offer language experiences to students which take them out of the classroom to experience the cultures of Spain and France, including food and shopping experiences in the target languages. We take students to University open days for languages to raise aspirations. We also run trips to other countries so that students can experience the target languages in situ. In school, we run events, such as EuroChef, to encourage appreciation and development of languages and respect for other European cultures, particularly the ones for which we teach their native language. We are always looking to expand on this essential extra-curricular and enrichment strand of our work.

We are a team of professionals that are achieving progress in results through dedication, commitment and a drive for excellent learning and teaching.

Job Description & Person Spec



Teacher Job Description

P/D cross references the duties which relate to the job purpose

Post Title :		Teacher
Grade:		Classroom teacher pay scale
Directly Responsible to:		Head of Department and Key Stage Subject Leaders
Hours of Duty:		Ref: Teacher's Pay & Conditions
	P/D	
Post Purpose	a) b) c)	• To teach groups of students effectively as per timetabled subjects • To assist and support pupil academic progress and emotional development within a Subject area • To work with colleagues as appropriate to raise standards of achievement and attainment. • To promote the full ECM agenda within the Subject area and throughout the school.
Responsible for		The provision of a full learning experience and support for students.
Liaising with		Headteacher, Senior Leadership Group, teachers and support staff, LA representatives, external agencies and parents.
Working time		Full time
Disclosure Level		Full Enhanced Criminal Records Bureau check, and DBS certificate
MAIN (CORE) DUTIES		
Teaching	a, b, c, d	• To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere. • To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required. • To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. • To ensure that ICT, literacy, numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students. • To undertake a designated programme of teaching, including accredited courses. • To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus/specification.

		• To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships. • To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's Behaviour Policy. • To undertake assessment of students as requested by external examination bodies, departmental and school procedures. • To mark, grade and give written/verbal and diagnostic feedback as required following school policies.
Operational/ Strategic Planning	a, b, c, d	• To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Subject area. • To contribute to the Subject area's development plan and its implementation. • To plan and prepare courses and lessons. • To contribute to the whole school's planning activities.
Curriculum Provision	a, b, c	• To assist the Head of Department, to ensure that the Subject area provides a range of teaching which compliments the school's strategic objectives.
Curriculum Development	a, b	• To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's Strategic Objectives. • To remain cogniscent of changes at examination level so that teaching is appropriate to Ofqual/Board requirements.
Staffing		• To take part in the school's staff development programme by participating in arrangements for further training and professional development. • To continue personal development in the relevant areas including subject knowledge and teaching methods at both KS3 and accredited levels. • To engage actively in the Performance Management Review process. • To ensure the effective/efficient deployment of classroom support. • To work as a member of a designated team and to contribute positively to effective working relations within the school.
Quality Assurance	a, b, c, d	• To help to implement school quality procedures and to adhere to those. • To contribute to the process of monitoring and evaluation of the Subject area in line with agreed school procedures, including evaluation against quality standards and performance criteria. To seek, implement modification and improvement where required. • To review from time to time methods of teaching and programmes of work. • To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
Management Information	a, b	• To maintain appropriate records and to provide relevant accurate and up-to-date information to MIS, registers, etc. • To complete the relevant documentation to assist in the tracking of students. • To track student progress and use information to inform teaching and learning.
Communication and Liaison	a, b, c, d	• To communicate with other colleagues regarding subject and student matters • To communicate with Pupil Premium co-ordinator, and SEND team regarding vulnerable groups and their progress. • To communicate effectively with the parents of students as appropriate.

		• Where appropriate, to communicate and cooperate with persons or bodies outside the school. • To follow agreed policies for communications in the school. • To take part in parents' evenings. • To contribute to the development of effective subject links with external agencies.
Management of Resources		• To contribute to the process of the ordering and allocation of equipment and materials. • To assist the Head of Department to identify resource needs and to contribute to the efficient/effective use of physical resources. • To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, Subject area and the students.
Pastoral System	b, c, d	• To be a Family Tutor to an assigned group of students. • To promote the general progress and wellbeing of individual students and of the subject area group as a whole. • To liaise with a Progress Leader and Head of House to ensure the implementation of the school's pastoral system. • To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. • To evaluate and monitor the progress of students and keep up-to-date student records as may be required. • To contribute to the preparation of action plans and progress files and other reports. • To alert the appropriate staff to problems experiences by students and to make recommendations as to how these may be resolved. • To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff. • To contribute to PSHCE and citizenship and enterprise according to school policy. • To apply the Behaviour Policy so that effective learning can take place.
School Ethos and Other		• To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example. • To participate in the school extra-curricular programme. • To support the school in meeting its legal requirements for worship. • To promote actively the school's corporate policies. • To comply with the school's Health and Safety policy and undertake risk assessments as appropriate. • To undertake any reasonable additional duties as directed by the Headteacher.

Signatures :

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade in line with the school's changing needs.

Signed …….. (Teacher)	**Signed** …… (Headteacher)
Dated ……..…. (Teacher)	**Dated** ……..…. (Headteacher)

Failsworth School Teacher Person Specification

A = Application
I = Interview
R = References

Note to applicants:
The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.
The **Desirable Criteria** are used to help decide between candidates who

TRAINING AND QUALIFICATIONS	Essential	Desirable	Source
Qualified Teacher Status	√		A
Degree	√		A
Successful experience of teaching in the 11-16 sector.	√		A R

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING **Applicants should be able to demonstrate a good knowledge and understanding of the following areas:**	Essential	Desirable	Source
Has an understanding of current educational issues	√		I
Understanding of issues relating to "Every Child Matters"	√		A I R
Strategies for raising standards	√		A I R
Effective learning and teaching strategies	√		A I R
Knowledge of the Secondary Curriculum and National Strategies	√		A I
Use data effectively	√		A I
Effective user of ICT. Able to use range of management software	√		A I R
Show awareness of whole school issues	√		I R
The ability to translate vision into practice		√	A I
Developed partnerships with stakeholders		√	I
Excellent subject knowledge and awareness of the latest initiatives in that subject	√		A I R

EXPERIENCE AND CURRENT PRACTICES **Applicants should be able to demonstrate from their experience and current practice the ability to**	**Essential**	**Desirable**	**Source**
Prioritise, plan and organise	✓		A I R
Delegate tasks, monitor and evaluate outcomes	✓		I R
Act as a role model for pupils and staff by setting high personal and professional standards	✓		A I R
Motivate and inspire pupils, staff, parents, governors and the wider community	✓		A I R
Deal sensitively with people and resolve conflicts	✓		I R
Use appropriate leadership styles in different situations and understand their likely effects.	✓		I R

SKILLS AND PERSONAL QUALITIES/CHARACTERISTICS **Applicants should be able to demonstrate from their experience and current practice the ability to**	**Essential**	**Desirable**	**Source**
Enjoy working with, and for, young people, as well as adults	✓		A I R
Be an excellent classroom practitioner able to secure pupil engagement in learning	✓		A I R
Have the imagination, energy and capacity for hard work together with an enthusiasm to take on developments and challenges	✓		A I
Demonstrate the ability to identify tasks, and move projects forward to successful completion	✓		A I
Possess excellent communication skills. Able to engage a variety of audiences	✓		A I R
Ability to analyse issues and to think both creatively and strategically	✓		A I
Be a problem solver	✓		A I
Ability to apply and adapt national initiatives in a local context	✓		A I
A commitment to comprehensive and inclusive education	✓		A I
Be good at completing tasks, as well as starting them	✓		A I
Be willing to contribute to activities outside the timetable	✓		A I
Personable, approachable, whilst still inspiring respect and personal and professional credibility	✓		A I
Ability to work under pressure whilst maintaining a positive and creative attitude	✓		A I R

Achieving Excellence Together



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