Teacher of

Spanish

Recruitment Pack

**Teacher of Spanish 1.0**

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Dear Applicant,

Thank you for taking the time to find out more about this exciting opportunity at the University Academy of Engineering South Bank. This recruitment pack has been designed to give you information about the role of Teacher of Spanish with details of the Academy’s vision and ethos, our sponsors and academic partners.

The Academy opened in state-of-the-art facilities in September 2014, which were purpose‐designed to offer world‐class STEAM learning experiences to all of our students. In addition, our STEAM focused Sixth Form opened in September 2016. Our aim here is to provide a truly outstanding learning experience for the benefit of all our students, our local community and beyond. Our Academy is also an excellent place for talented professionals to enjoy an exciting career.

The University Academy of Engineering South Bank is the first Academy in Southwark to be sponsored by a University. The Academy is sponsored by London South Bank University with a core focus of the STEAM subjects Science, Technology, Engineering and Maths at the heart of the curriculum. Spanish is obviously hugely pivotal here in providing opportunities for our learners to successfully access these terrific opportunities.

The role would suit a successful, talented and enthusiastic professional and this position would also suit an NQT; someone with the energy and drive to be a significant part of our team. The successful candidate will be a dynamic and ambitious teacher with a desire to be part of our new way of educating young people. To capture their imaginations, harness their creativity and continue to nurture and develop the connected way of learning that they bring from primary school. In order to achieve this, we need an exceptional team. Our staff give a lot of themselves as all passionate educationalists do, but in return we can promise extensive support and development opportunities as well as a stunning learning environment in which to work and extend your skills.

To apply, please complete the application form that can be found online at www.uaesouthbank.org.uk and return it via e‐mail to [HR@uaesouthbank.org.uk](mailto:HR@uaesouthbank.org.uk) or by post to the Principal, University Academy of Engineering South Bank, Trafalgar Street, London SE17 by 23:59 on Tuesday 28th November 2017. Candidates will be informed if they are progressing to the final selection phase by Friday 01st December 2017.

If you have any queries, please contact the Komal Bassi on 0207 277 3000. I look forward to receiving your application and hopefully meeting you during the formal recruitment process.

John Taylor

Principal

**2. About the Sponsor**

The Sponsor, London South Bank University (LSBU) has a long‐standing commitment to serving its local community and it has been working closely with employers and professional bodies to support students to achieve career success, whatever their ambition, for over 100 years.

LSBU, having started as an engineering institution 120 years ago, is amongst the universities offering the strongest engineering education in the UK. LSBU has some of the most modern engineering facilities with a particular emphasis on digital manufacturing and engineering.

As well as providing access to specialist engineering facilities and engineering education expertise for Academy students and staff, LSBU will be able to bring their significant experience of embedding STEAM and non‐STEAM subjects into a curriculum that is not only professionally oriented and employability focused, but one which enables students to appreciate the application of their learning to the real world. The curriculum and its delivery will be designed to foster confidence and enterprise in young people.

The students of the Academy will benefit from the extensive employer links which the sponsors have and will have the opportunity to interact with them to gain an appreciation of real world application of knowledge and skills.

LSBU has a track record of preparing students for employment in the UK and in multi‐ national companies. They will be able to support students to find clear pathways to Higher Education or professional programmes in further education or in industries, particularly in the specialist area.

LSBU will ensure that students have high quality information, advice, guidance and support

to make the right choices for their progression routes from the Academy.

**3. Job description**

|  |  |
| --- | --- |
| **Post title:** | Teacher of Spanish 1.0 University Academy of Engineering South Bank |
| **Responsible to:** | Principal University Academy of Engineering South Bank |
| **The Role** | |
| The Teacher of Spanish role will be core to the success of the Academy in the early years. Working collaboratively with the other teachers to develop a curriculum that moves our vision to reality.  This is an exciting opportunity for an outstanding and ambitious teacher seeking to demonstrate readiness for middle leadership in a new and developing Academy. | |
| **Key responsibilities** | |
| * Model outstanding teaching and work alongside staff to ensure that our highest standards and expectations of learning are met. * Work collaboratively and flexibly with all the Academy’s community to secure an outstanding learning environment across the whole Academy with the highest expectations from day one. * Establish hands-on, real world learning in the Spanish learning area and as part of the integrated learning focus of the Academy. | |
| **Learning and teaching** | |
| * To actively contribute to the cross- curricular pedagogy of the wider Academy. * To be part of a whole Academy culture of actively seeking to improve your own and others practice though collaborative, planning and implementation. * To keep up to date with and respond to National and International developments in the   Spanish learning area.   * To monitor student progress and ensure the individual needs of the learners are met. * Implement strategies to secure a purposeful learning environment – embrace the opportunity to develop this with the students from the very beginning of their time at the Academy. * Plan, implement, evaluate and assess learning within the Spanish learning area to ensure that it is appropriately differentiated to meet the needs of all individuals and group to promote and secure continuity and progress of learning. * Use data to inform planning, target setting, and raise individual achievement. | |
| **Working with others** | |
| * Work collaboratively with all members of the Academy’s community. * Play an active role in Academy meetings and working groups. * Lead on community learning opportunities and participate in wider community events. | |
| **Academy culture** | |
| * Lead, manage, support and inspire the students in your Community group. * Have a clear overview of each of the students in your Community group’s progress, barriers to learning and their best ways of learning in order to maximise their access to learning. * Be the first point of contact for the student and their family throughout their time at the   Academy.   * Safeguard the health and safety of all students. * Provide guidance and advice to students on educational and social matters and on their next stage of education and future careers using the expertise and input from our sponsors and business partners whenever appropriate. * Contribute to the enrichment programme taking the opportunity to share a skill or passion for learning that you have with our students. * Record and report progress, attendance, punctuality and attitude to learning in line with agreed procedures. * Endeavour to keep families fully informed of their child’s progress and ensure that the Academy’s methods of communication are clearly understood. * Actively seek ways to further contribute to the successful establishment of our new   Academy.   * Be eager to join in all aspects of the Academy life. | |

All teaching staff at the University Academy of Engineering South Bank should demonstrate a passion for education and an understanding of what a unique opportunity a new Academy like this represents. They should be professionals who read widely and think deeply about education and related issues, who are interested in research, and who take a proactive approach to their professional development. All teachers should understand and demonstrate through their practice that we are all learners and, as such, should continually reflect and improve current practice.

**No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Principal. All roles will be reviewed annually to ensure the team is working as efficiently as possible.**

**4. Person Specification**

|  |  |
| --- | --- |
| **Essential** | **Desirable** |
| **Qualifications and background** | |
| * An honours degree (or equivalent) * A teaching qualification * Evidence of further professional development |  |
| **Relevant Experience** | |
| * An outstanding practitioner * Evidence of sustaining excellent learner engagement in lessons through quality learning experiences. * Planning learning that meets National and Academy based criteria | * Has experience of leading initiatives which demonstrate impact on student attainment and progress * Has contributed to cross –curricular planning and implementation |
| **Values** | |
| * Demonstrable commitment to the values and aspirations of the University Academy of Engineering South Bank * Good understanding of inner city Academies and a commitment to enable equality of opportunity in all aspects of Academy life * A desire to lead and shape outstanding learning for all in the Academy * An understanding of the impact an outstanding Academy can have on the whole community * Promotion and celebration of the Academy’s linguistic and cultural diversity |  |
| **Essential** | **Desirable** |
| **Skills** |  |
| * A range of high quality teaching skills and a commitment to continually strive to improve and develop these skills * Good interpersonal and collaborative working skills. * Effective and appropriate communication skills for a wide range of audiences * Coaching and mentoring skills * Appropriate skilful use of ICT to enhance learning and teaching * A proven ability to use data confidently and forensically to inform and diagnose area of learning that need addressing * The ability to plan effectively to raise individual and class attainment | * Ability to offer another language |
| **Leadership** |  |
| * Able to set out or contribute to an educational vision for their learning area within the Academy * Demonstrates an understanding of 21st century learning * Is able to demonstrate an outward facing approach to developing leadership |  |
| **Personal** |  |
| * Commitment to collaborative working * Ability to work sensitively with all members of the Academy community * Enthusiasm, energy and dedication for the role * Ability to act as an ambassador for the Academy in the wider community |  |

**Disclosure**

This position is exempt from the Rehabilitation of Offenders Act (1974). As such, shortlisted candidates will be required to declare full details of any criminal background, regardless of whether the conviction is spent, and the Academy will be required to apply for a standard or enhanced disclosure (a criminal records check) from the Disclosure and Barring Service in relation to the successful candidate.

A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and whether this is the case, will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work, the circumstances and background to the offence(s). The same procedure will be followed for Academy staff applying internally for a vacancy.

Further information about the Disclosure scheme can be found at: [www.gov.uk/dbs](http://www.gov.uk/dbs) Copies of the DBS’s Code of Practice and the Academy’s Recruitment Policy for posts requiring disclosure are available on request.

**Safeguarding recruitment statement**

The University Academy of Engineering South Bank is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments will be made subject to an enhanced Disclosure and Barring Service (DBS) clearance.

**Period of Appointment:** Permanent

**Salary:** Dependant on previous experience**.** Competitive salary

which includes Inner London weighting

**5. Information for Candidates**

**Equal opportunities**

The University Academy of Engineering South Bank recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the Academy’s commitment to equality and diversity:

* To provide and promote equality of opportunity in all areas of its work and activity;
* To recognise and develop the diversity of skills and talent within its current and potential community;
* To ensure that all Academy members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio‐economic status or any other irrelevant distinction;
* To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
* To promote good relations between individuals from different groups.

**Applicants with disabilities**

University Academy of Engineering South Bank is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact the HR Department [Komal.Bassi@uaesouthbank.org.uk](mailto:Komal.Bassi@uaesouthbank.org.uk)

**Travel expenses**

The Academy will reimburse reasonable travel costs, for example standard class rail fare, to and from interview within the United Kingdom if agreed in advance.

**Response**

We very much regret that due to limited resources and the large number of applications we currently receive; we are only able to inform short listed candidates of the outcome of their application.

If you do not hear from us within four weeks of the closing date, please assume that you have been unsuccessful on this occasion. We would like to assure you, however, that every application we receive is considered in detail and a shortlist only drawn up after careful reference to a detailed person specification.

If therefore, your application is not successful, we hope that you will not be discouraged and will still apply for other suitable vacancies at University Academy of Engineering South Bank as and when they are advertised.

Thank you for your interest in the University Academy of Engineering South Bank.

**6. How to Apply**

**Closing date:**

Wednesday 28th November

**Interviews:**

Wednesday 04th December

**Informal Discussion:**

Applicants, who wish to have an informal discussion about the role can contact John Taylor, Principal on 020 7277 3000 or via email [john.taylor@uaesouthbank.org.uk](mailto:john.taylor@uaesouthbank.org.uk)

**Applying:**

If you wish to apply for this post please complete the application form which is available at www.uaesouthbank.org.uk together with a letter of application (no more than two sides of A4) telling us why you wish to be considered for the post.

Completed application forms should be returned to [HR@uaesouthbank.org.uk](mailto:HR@uaesouthbank.org.uk) or by post to**:**

Principal

University Academy of Engineering South Bank

Trafalgar Street

London

SE17 2TP