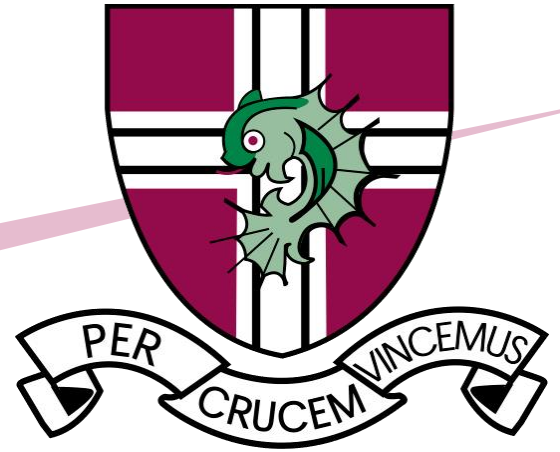


St John Fisher

Catholic Voluntary Academy



Information for MFL candidates

Commitment - Aspiration - Respect - Excellence
#proudtobefishers



St John Fisher
Catholic Voluntary Academy

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Teacher of Modern Foreign Languages:

French or Spanish (MPS/UPS)

Job Description



It is my pleasure to welcome you to St John Fisher, an 11-18 voluntary aided Academy with around 1100 students on roll. It is one of 16 Catholic schools that form the Blessed Peter Snow Academy Trust across the local authorities of Kirklees and Calderdale. Currently, St John Fisher is the sole secondary school within the Trust but will be joined by another in due course.

It is our mission, as a fully inclusive Catholic Academy, to bear witness by putting faith into action. To support this, our four CARE values – Commitment, Aspiration, Respect and Excellence, underpin all aspects of academy life, from rules in every classroom to all aspects of our Personal Development curriculum.

We have the highest expectations of all our children. We support them to achieve high academic standards, and we support their development as young adults of the future, with the skills to navigate an increasingly complex world. We are proud of our team ethos, our talented teachers and our dedicated support staff who guide and nurture our students when they require additional help, or when they make mistakes. We do this regardless of background, circumstance or prior academic attainment. We care.

I warmly welcome you to come and see the school for yourself.

Karl Mackey
Headteacher

Appointment Procedure:

Closing Date:	12pm Tuesday 27 th June 2023
Shortlist:	Tuesday 27 th June 2023
Interview:	Thursday 29 th June 2023

St John Fisher Catholic Voluntary Academy background and context:

St John Fisher Catholic Voluntary Academy is a successful 11-18 Academy that provides high quality Catholic education for the young people of Dewsbury and the surrounding area. As a Catholic secondary academy, we offer a unique education which places Christ at the centre of everything we do. We are a popular school with approximately 1100 students on roll. The Academy's sixth form provision is based on site and enjoys modern amenities including a separate dining room, food service facilities and private common rooms and study rooms. The Academy has recently benefited from a change in leadership and is going from strength to strength. It is our mission as a Catholic academy, to bear witness by putting Faith into action.

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St John Fisher Catholic Voluntary Academy is a place where all members of our community are valued. In partnership with our families, we guide our young people on a journey that is both spiritual and academic. Together, we shape our students into young adults who are true to themselves and who acknowledge their individual worth as being made in the image and likeness of God. This is an exciting time to be a part of our community as we are on a rapid journey of improvement and are introducing a range of exciting new opportunities for our students.

Job Description: Teacher

Job Purpose:

To provide professional leadership for children on a day to day basis in partnership with the Head of Department, Senior Leaders and Headteacher, ensuring that the Catholic vision and values of the Academy are consistently applied.

Core Responsibilities:

All teachers must fulfil the DfE Teacher Standards at all times and, where appropriate, the UPS standards. The post holder is required to carry out the duties of a school teacher as set out in the relevant sections of the latest School Teachers' Pay and Conditions Document. The post holder will model good practice in all aspects of classroom practice.

VISION & PURPOSE:

- Contribute to the development and provision of the highest quality of education and student outcomes.
- Make sure that young people of all abilities and backgrounds fulfil their potential.
- Engage all young people in interesting and engaging learning.
- Promote our Catholic ethos across the academy based on the academy vision and mission.
- Share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

RESPONSIBLE FOR:

- Facilitating and encouraging inspirational learning experiences in Modern Foreign Languages which provide students with the opportunity to achieve their individual potential and attainment.
- Teaching across all key stages.
- Devise appropriate interventions for students who are failing to make the expected levels of progress.

COMMON DUTIES:

- Collaborating with others charged with specific responsibilities, in the preparation and production of Schemes of Work and all appropriate lesson notes and assessment schemes.
- Participating in the performance management systems operating within the Department and the Academy and adhering to the teaching and learning quality standards set by these systems.
- Paying regard to personal and professional development, indicating such needs to relevant persons and taking up opportunities to meet these needs.
- Careful planning and preparation for each individual lesson, according to agreed lesson plan format, including ensuring that equipment and resources needed for lessons are available in the classroom.
- Ensuring that classwork and homework tasks given to students are properly differentiated.
- Keeping an accurate record of student attendance for each lesson.
- The setting and recording of classwork and homework completed by each class and each individual in each class as appropriate, in accordance to the Schemes of Work and in line with the curriculum area and Academy policy.
- Carrying out and recording of Assessment of and for Learning, in line with Academy Policy and Practice.
- Familiarisation with all prior performance, ability profile and target information available on individual students, teaching groups and cohorts.

- Ensuring that standards of classroom management and student behaviour allow maximum effective teaching and learning.
- Familiarisation and adherence to Academy policy and practice on Behaviour and Attitudes (Rewards and Sanctions).
- Familiarity and adherence to the Academy's policy on SEND and ensuring the effective/efficient deployment of classroom support.
- Familiarisation with the detailed information on any SEND student within a teaching group and adherence to any guidance contained within an individual student plan.
- Keeping a separate record of progress of any SEND student within a teaching group and contributing to SEND review procedures.
- Familiarity with and adherence to the Academy policy on Health and Safety, the appropriate codes of practice issued by external bodies and risk assessments for particular activities within the Scheme of Work.
- Responsibility for maintaining, to a high standard, the appearance of furniture and fittings in a classroom.

PASTORAL:

- To be a Form Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Tutor Group as a whole.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy 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 experienced 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 Academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- To participate in after-hours activities with students to enhance their curriculum experience.
- To contribute to PSHCE and CEIAG Education and other enrichment experiences according to Academy policy.
- To ensure the Behaviour Management system is implemented consistently in the subject area so that effective learning can take place.
- To contribute to and implement the Academy policy on rewards - taking responsibility for student behaviour.
- To make referrals for student support through the appropriate personnel for the subject area and attend meetings where required.
- To monitor student attendance and punctuality together with students' progress and performance in relation to targets set for each individual, ensuring follow-up procedures are adhered to and that appropriate action is taken where necessary.

PERFORMANCE MANAGEMENT:

Participating in the Academy's arrangements for performance management, professional development and the Academy's arrangement for quality assurance and internal verification.

Person Specification: Teacher

Attributes and Experience	E	D
Qualifications		
Good degree	Y	
Teaching qualification in relevant subject	Y	
Catholic Certificate in Religious Studies (CCRS)		Y
Knowledge & Experience		
A strong and secure subject knowledge in the specified subject up to GCSE	Y	
A strong and secure subject knowledge in the specified subject for KS5		Y
An understanding of the strategies available for improving the learning and achievement of all students	Y	
A good understanding of curriculum developments in the specific subject area	Y	
Recent and relevant teaching experience in employment or training	Y	
Experience of assessment at Key Stage 3 and 4	Y	
Experience of assessment at Key Stage 5		Y
Teaching and Learning		
Student-centred educational philosophy	Y	
Ability to lead by example and inspire high quality teaching and learning	Y	
Ability to inspire, demonstrate and support the highest of expectations for all students	Y	
Commitment to making a positive difference for every student	Y	
Able to use a range of teaching and learning strategies	Y	
Confidence in the use of standard computer packages (word processing, email and spreadsheets) and how these can be used to enhance student learning	Y	
An understanding for how assessment for learning can improve student performance	Y	
Developing self and working with others		
Ability to set appropriate and challenging targets	Y	
Commitment to own self development	Y	
Commitment to working collaboratively with other Academies/Schools and stakeholders	Y	
Helping to manage the organisation		
Ability to use strong and effective management systems underpinned by clear communication	Y	
Ability to produce and implement appropriate student improvement plans	Y	
The ability to access, analyse and interpret a range of data to raise standards	Y	
Commitment to developing strong links and partnerships with trustees, staff, parents, students, the wider community and other Academies/Schools	Y	
Strengthening community		
Proactive approach to ensuring excellent communication with parents and carers	Y	
Personal qualities and attributes		
Passionate about education with a clear commitment to quality	Y	
A love of working with young people	Y	
A commitment to inclusion and "Achievement for All"	Y	
A highly effective communicator able to communicate both orally and in writing to students and their parents	Y	
Communicate high expectations to all students	Y	
Firm and fair management style with interpersonal awareness and concern for impact	Y	
Can lead by example with high professional standards	Y	
Has a sense of humour, a calm manner and retains an optimistic approach	Y	
Able to work independently and collaboratively as a member of a team	Y	
Strong ICT skills: using MIS such as SIMs and other programmes such as SISRA		Y
Creative in problem solving, with a willingness to take on and try new approaches and ideas	Y	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people	Y	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential child safeguarding issues	Y	
Excellent understanding of statutory safeguarding requirements	Y	

SAINT JOHN FISHER CATHOLIC VOLUNTARY ACADEMY

Our Academy

We are an outward-facing academy that works with local schools and services across the Leeds Diocese, our Trust and the local authority of Kirklees. We are proud of our community and have ambitions to become a hub of excellence within it. We already host many community sporting events on our state of the art 3D pitch and organise sports opportunities for our feeder Catholic Primary Academies.

Our senior leadership team, under the direction of our newly appointed experienced Headteacher and Trust Directors, comprises of six dedicated and ambitious leaders, some of whom have grown through the academy from initial teachers. All roles are clearly defined and link closely to the academy rapid improvement plan.

Our staff are supported to be ambitious educators who place student progress at the heart of everything they do. Opportunities are available for staff to conduct academic projects and lead on areas of academy life. External CPD opportunities are available for all colleagues, at all stages of career development. Internal CPD is rooted in the needs of our students. It is led by experienced professionals, our own senior leaders or our own teaching staff. We encourage the ambitions of our staff; working hard to ensure all have opportunities to share and nurture their pedagogical talents. We take very seriously the need for all staff to keep children safe. We all have regular safeguarding training or responsive training if an urgent need arises within our community.

The academy is strongly committed to fostering a positive and healthy working environment, with wellbeing and workload management at the forefront of all decision making. For example, our marking and feedback policy has been designed to cut staff marking time but still allow regular feedback to students.

This is an exciting time to develop your career with us, and join us on our rapid journey of improvement. We look forward to welcoming your application.

Our students deserve the very best. At St John Fisher we will:

- Work with families and our community to provide a Catholic education within which our Christian values guide and support all aspects of academy life.
- Provide an ambitious curriculum that supports exceptional futures and in making sure that every student is known, valued and supported during their time with us and beyond.
- Equip our students with the life skills necessary to become respectful and responsible citizens who can make a positive contribution to society.
- Ensure our students leave the Academy as independent, resilient, aspirational, and tolerant individuals.



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OUR AMBITIONS FOR OUR STUDENTS ARE:

- ✓ To foster skills of independence and resilience, to be confident learners.
- ✓ To show respect and love for each other.
- ✓ To use our God given talents to drive success.
- ✓ To develop our leadership ability and find enjoyment and fulfilment in leading others.
- ✓ To be creative and adventurous in our learning.

SAFEGUARDING

St John Fisher is committed to Safeguarding and promoting the welfare of all of its students. Each student's welfare is of paramount importance and we believe that students have a right to learn in a supportive, caring and safe environment. Safeguarding is about ensuring that everyone is safe from harm - safe from bullying, safe from people who could abuse, safe from discrimination or harassment - and that we all feel safe in our environment.

Safeguarding is the first concern of all adults in the academy. All adults at St John Fisher:

- Provide a safe environment for children and young people to learn and develop.
- Are excellent role models for young people.
- Promote a happy, caring and safe learning environment
- Ensure they maintain up to date safeguarding knowledge by completing training.
- Encourage young people to think about their own personal safety
- Swiftly identify young people who are suffering or likely to suffer significant harm and take appropriate action.

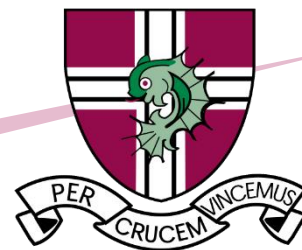
POSITIVE BEHAVIOUR FOR LEARNING

The governors and staff at St John Fisher believe that high quality teaching and learning is enhanced by a clear and consistent behaviour and rewards policy, which sets out high expectations for all members of the academy community. Our 'Ready for Learning, Ready for Life' policy promotes a happy, safe learning community where there are positive respectful relationships between staff and students. This is supported by a consistent rewards system which celebrates success, progress and positive attitudes. All staff have a key role to play in ensuring the success of the policy, through consistent application and through demonstrating the high standards expected in daily interactions with students and with each other. First and foremost, staff foster a culture in which learning and progress are celebrated and where excellent relationships between all members of the community are the driving force of a positive learning experience, to this end, it is the responsibility of the staff to:

- Develop an achievement culture through regular praise rewards.
- Take time to build and maintain positive relationships with students.
- Regularly reinforce classroom and around school expectations.
- Behave in a calm dignified yet assertive manner.
- Focus on the emotion behind the behaviour of the student and not on the person.
- Rehearse strategies for teaching the behaviours we want to see, and for adversely discouraging poor behaviours so we become skilled in de-escalating conflict.
- Avoid stereotyped or preconceived judgements about students.



Commuting Information



St John Fisher is ideally situated in Dewsbury with the local towns of Heckmondwike, Batley, Birstall and Mirfield nearby. The school is conveniently located for access to the M1, M606 and M62 motorway links.

If you are travelling by car and using satellite navigation, our address for the main entrance is as indicated below.

There are three car parks on the Academy site for Academy staff and visitors.

If you are travelling by train, St John Fisher is within 20-minute walking distance of Dewsbury Railway Station. Timetables are available from www.thetrainline.com

If you are travelling by bus, the Arriva bus service 268 stops at the end of Oxford Rd. The Academy is then a 10-minute walk uphill. Timetables are available from www.arrivebus.co.uk

If you are thinking about cycling to the Academy, we have secure bike storage on site.

The address is:

St John Fisher Catholic Voluntary Academy Oxford
Road, Dewsbury, WF13 4LL.

Email: office@stjohnfisher.org.uk

Website: www.stjohnfisher.org.uk

Telephone: 01924 527000





#CARE
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Oxford Road, Dewsbury, West Yorkshire WF13 4LL Telephone: (01924) 527000 Email:
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Part of the Blessed Peter Snow Catholic Academy Trust