# Teacher of Spanish and French

## Full time, Permanent

### Queen Elizabeth's Grammar School, Ashbourne Academy

QEGSMAT are seeking to appoint an enthusiastic and creative Teacher of Spanish and French to join our hardworking and high achieving team at Queen Elizabeth's Grammar School Ashbourne Academy. The successful candidate will have the ability to engage, enthuse and inspire students. This is an opportunity to work with an experienced department with an enthusiastic team of teachers.

Nestled in the picturesque Derbyshire Dales in the idyllic town of Ashbourne, Queen Elizabeth's Grammar School, Ashbourne Academy is an academic and vibrant rural comprehensive school with a very successful Sixth Form.

We are looking for a dynamic teacher with the passion and enthusiasm to deliver high quality lessons in the curricular area. You will have a commitment to the education of young people both within a subject area and in their pastoral care as a tutor. The ethos and values of Queen Elizabeth's Grammar School, Ashbourne Academy are important to the staff, students, and local community; the successful candidate will promote and adhere to these values. Most importantly, the successful candidate will enjoy teaching young people and be a visible member of the teaching staff. Applications from both experienced and newly qualified staff are welcome.

At QEGSMAT we believe and promote that exceptional workforce create exceptional results; they transform lives and transform futures. They support every pupil to achieve their full potential and become a confident, resilient and compassionate individual who can make a positive contribution to society.

QEGSMAT is committed to providing first-rate training and development to all of our staff within this evolving Trust. We are committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community. We are committed to the protection of children and vulnerable adults.

We appreciate that this is an unprecedented time we are recruiting in and understand this may cause candidates to feel anxious about the process and certainly how starting

the role will look when schools reopen. At QEGS we are committed to ensuring the successful candidate is kept in close contact prior to commencing the role. There will be a supportive staff induction to ensure your time with us starts as smoothly as possible at this unusual time.

Appointment is subject to a clear DBS check to an enhanced level.

Applications are welcomed by NQTS set to pass their qualification this summer.

If you would like to apply please apply via TES, the links can be found on our QEGSMAT website https://www.qegsmat.com/currentvacancies/.

**Closing date for applications: Monday 17th May 2021 09:00am**

**Interview date: Thursday 20th May 2021**

**Salary: Main/Upper Pay Scale**

**Start date: September 2021**

You will be contacted by the line manager of Spanish and French, Matthew Bawden to confirm if you have been successful/unsuccessful at the shortlisting stage.

**JOB DESCRIPTION**

**POST TITLE:** Teacher

**REPORTING TO:** Curriculum Leader

**SCALE:** Main Pay Scale (post-threshold Upper Pay Scale)

**DISCLOSURE LEVEL:** Enhanced

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**CORE DUTIES:**

**A teacher must:**

**Set high expectations which inspire, motivate and challenge students:**

- establish a safe and stimulating environment for students, rooted in mutual respect;
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions;
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

**Promote good progress and outcomes by students:**

- be accountable for students' attainment, progress and outcomes;
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these;
- guide students to reflect on the progress they have made and their emerging needs;
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching;
- encourage students to take a responsible and conscientious attitude to their own work and study.

**Demonstrate good subject and curriculum knowledge:**

- have a secure knowledge across the subject and curriculum area, foster and maintain students' interest in the subject, and address misunderstandings;

- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship;
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard Spanish and French, whatever the teacher's specialist subject;

**Plan and teach well - structured lessons:**

- impart knowledge and 'develop understanding through effective use of lesson time;
- promote a love of learning and children's intellectual curiosity;
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired;
- reflect systematically on the effectiveness of lessons and approaches to teaching;
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

**Adapt teaching to respond to the strengths and needs of all students:**

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively;
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these;
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development;
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with Spanish and French as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

**Make accurate and productive use of assessment:**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- make use of formative and summative assessment to secure students' progress;
- use relevant data to monitor progress, set targets, and plan subsequent lessons;
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback;
- monitor and support the overall progress and development of students as a form tutor.

**Manage behaviour effectively to ensure a good and safe learning environment:**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy;

- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly;
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them;
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

**Fulfil wider professional responsibilities:**

- make a positive contribution to the wider life and ethos of the school;
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- deploy support staff effectively;
- take responsibility for improving teaching through appropriate professional development and Performance Management, responding to advice and feedback from colleagues;
- communicate effectively with parents with regard to students' achievements and well-being;
- follow the school's Quality Assurance procedures;
- maintain appropriate records and registers - providing relevant and up-to-date information when appropriate;
- complete the relevant documentation to assist in the tracking of students – using this information to inform teaching and learning;
- take part in school Parents' Evenings, Open Days/evenings, celebrations and rewards events;
- deliver form tutor challenges/activities during form times;
- carry out duties as shown on the staff Duty Rota;
- comply with the school's health and safety policy and undertake risk assessments as appropriate.

**Personal and professional conduct:**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position;
- having regard for the need to safeguard students' well-being, in accordance with statutory provisions;
- showing tolerance of and respect for the rights of others;

- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs;
- ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

**Please note:**

- Employees will be expected to comply with any reasonable request from their Line Manager to undertake work of a similar level that is not specified in this job description

# Teacher of Spanish and French

## PERSON SPECIFICATION

| | Essential | Desirable | Evidence |
|---|---|---|---|
| Qualifications | • Qualified graduate<br>• Qualified teacher with QTS<br>• High standard of subject knowledge across both subjects | • Evidence of relevant and ongoing CPD<br>• High standard of subject knowledge sufficient to teach up to A* at A Level | Certificates<br>Application Form |
| Skills | • Communication (oral and written)<br>• Delegation<br>• Teamwork<br>• Organisation and planning<br>• Creativity and problem solving | | Application form<br>Interview |
| Knowledge | • Good subject and curriculum knowledge across 11-16<br>• Planning for students across the ability range and for those with SEND/EAL | • New GCSE specifications<br>• Knowledge of current issues and recent developments in | Application form<br>Interview observation |

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|---|---|---|---|
| | • Using formative and summative assessment to improve student outcomes<br>• Effective behavior management strategies | the curriculum area<br>• Knowledge of current teaching techniques | |
| Experience | • Mainstream teaching 11-16 across the subject<br>• Teaching across the ability range<br>• Teaching examination classes | • Experience of a pastoral/form tutor role<br>• GCSE examiner experience<br>• Mainstream teaching 16-18<br>• Teaching A-Level | Application form<br>Interview |
| Personal Qualities | • Interpersonal<br>• Negotiating<br>• Self-motivation<br>• Flexible<br>• Reflective | | Application form<br>Interview |

PRINT NAME_____

SIGNATURE _____

DATE _____