

CHADWELL HEATH ACADEMY



**Teacher of:
French**

**DETAILS FOR
APPLICANTS**



CHADWELL HEATH ACADEMY A COMPANY LIMITED BY
GUARANTEE, REGISTERED IN ENGLAND WITH NUMBER 7346826

CHADWELL HEATH ACADEMY



Dear Colleague,

We are pleased to receive your enquiry regarding the post of teacher of French.

The principles upon which the academic success, happiness and personal development of pupils at Chadwell Heath Academy are built are: **Ambition, Behaviour, Effort** and **Respect**. I am a strong advocate for comprehensive education and its ability to change lives.

The following pages give more details about our school and the type of person we are seeking for this post. If you would like further information please telephone the School. Further information is also available on our website: www.chadwellacademy.org.uk. If you share our vision for Chadwell Heath Academy and our commitment to its pupils, we would welcome your application and the opportunity, if successful, to work with you.

The closing date for applications is as advertised. We reserve the right to bring forward the closing date where we find suitable applications and advise therefore, that applications should be submitted as soon as possible as we may choose to interview shortly after receipt.

Thank you for your interest in the post.

Yours sincerely,

M. J. Weight

Headteacher



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THE DEPARTMENT

- The Modern Languages Department consists of six full time members of staff and has its own Departmental Office.
- Each classroom is equipped with a computer, internet access, projector and interactive whiteboard.
- The Department is also well resourced in terms of equipment, and books. There is also satellite French and German TV.
- It is the priority of the Department that all pupils should achieve the highest academic results they can.
- The successful candidate will be entering a collegiate, hard-working and supportive environment with ample opportunity for self-development.

- Pupils in Years 7 and 8 study both French and German. At the end of Year 8 pupils opt to follow one language in Year 9.
- During Year 9 all pupils follow the FCSE in Modern Languages and the Department has 100% success rate for certification.
- At the end of Year 9 pupils may choose to follow GCSE courses in their chosen language. Pupils in Years 10 and 11 follow the AQA syllabuses in French and German.
- In the Sixth Form the Department follows the AQA syllabuses at AS and A-Level for French and for German.



WHAT WE CAN OFFER

- A comprehensive induction programme for all new staff.
- A friendly and engaged staff body who welcome new teachers and a leadership team who encourage professional development at all levels.
- A superb opportunity to develop teaching and leadership skills through bespoke CPD provision.
- An opportunity to work in a modern, well-resourced MFL suite, comprising excellent facilities.
- Opportunities for in-house career progression.
- Pupils who are eager to learn, with 90% of our high recruiting Sixth Form going on to university study.
- You will be joining a thriving department offering pupils:
 - FCSE French and German
 - GCSE French and German
 - AS and A-Level French and German



- The department has an excellent long-term track record of academic success. In the last year in which pupils were examined externally (2019) the MFL department achieved:
 - 94% 9-4 and 81% 9-5 in French
 - 98% 9-4 and 90% 9-5 in German
 - At Key Stage 4 the department's value added is consistently well above the national average



THE POST

- You will be passionate about your subject, dedicated to providing exceptional learning experiences in the classroom.
- You will require a strong academic background in the MFL – French area.
- You will be hard working and driven by the belief that all pupils are capable of academic success.
- You will approach your own teaching with a philosophy of continuous improvement in all areas.
- You will share the school and department's view that success is a result of great and inspirational teaching and long-term input.
- You will be able to approach the pressures of teaching with humour.
- You will be keen to contribute to wider aspects of departmental and school life.
- You will be responsible for setting appropriate homework, ensuring that it is marked and returned to pupils within a suitable time frame.
- You will be responsible for all necessary syllabus and examination requirements for the pupils you teach.



- You will contribute to Department discussion on the development of styles of teaching and syllabus.
- You will contribute to the Department programme for the recruitment of students to courses at KS4 and KS5.
- The Department is very supportive of teachers wishing to learn new skills; there is an opportunity to develop teaching and leadership skills through bespoke CPD provision and opportunities for in-house career progression. There is a comprehensive induction programme for all new staff.



THE SCHOOL

We are an 11-18 all ability, mixed comprehensive with a roll of over 1200 pupils. In 2010 we became one of the first Ofsted outstanding schools to convert to standalone Academy status.

Our aim is to provide, within a framework of good discipline and encouragement, the opportunity for all our pupils to achieve their very best. Our examination results place us amongst the top comprehensive schools in the country and our intention is to ensure that we remain so.

The School has undergone extensive refurbishment and we are well-equipped with general teaching rooms, subject specialist areas, a Sports Complex consisting of Sports Hall, Dance Studio, Fitness Room and Gymnasium, hard play areas and a sports field.

Session Times are:

8.45 a.m. - 1.10 p.m. and 1.55 p.m. - 3.20 p.m.

On joining the School, pupils are placed in forms, which are arranged to contain an even spread of abilities. These social groupings remain together until the end of Year 11. Extra teaching groups are formed in a number of subjects to bring class sizes down to the low 20s. There is progressive setting in Mathematics and Science in order that teaching may be carried out at levels most suited to the pupils' developing needs. Pupils with learning difficulties receive help from a Learning Support Assistant working alongside the class teacher during lessons.

Key Stage 3

All pupils follow a common core of subjects which include all National Curriculum subjects:

Art, Design and Technology, Drama, English, French, German, Geography, History, ICT, Mathematics, Music, Physical Education, Religious Education, Science and Citizenship/Personal, Social and Health Education.

All courses in the Lower School are arranged in 8-week modules which end with an assessment.

Key Stage 4

All pupils study English Language, English Literature, Mathematics, Combined Science and ICT. They also follow a programme of Citizenship/Personal, Social and Health Education and Physical Education.

Pupils then have the choice of a range of subjects to complete their timetable. These additional subjects are selected after consultation between pupils, parents and teachers. Most pupils are expected to gain 9 strong passes – Grade 5 and above – at GCSE.

The range of option subjects available to pupils in Years 10 and 11 include:

Art and Design, Business Studies, Dance, Drama, French, Food Technology, Geography, German, History, Media Studies, Music, Physical Education, Product Design and Religious Studies.

Key Stage 5

We have a large and flourishing Sixth Form of over 300 students and offer a range of qualifications at both A-Level and BTEC/CTEC. All students who have not achieved a Grade 4 in English Language or Mathematics follow a re-sit course in those subjects.

Courses currently available in the Sixth Form at A-Level are:

Art, Craft and Design, Biology, Business Studies, Chemistry, Dance, Drama and Theatre Studies, Economics, English Literature, Film Studies, French, Geography, German, Government and Politics, History, Law, Mathematics, Further Mathematics, Music Technology, Physical Education, Physics, Product Design, Psychology and Religious Studies.

At BTEC/CTEC we offer the following Level 3 vocational courses:

Applied Science, Business Studies, Digital Media, Financial Studies, IT and Sport.

Participation in a Basketball Academy is also offered to our Sixth Form students.

HOMEWORK

Homework is set regularly and parents are asked to assist the School in ensuring that sufficient time is spent on it. Homework is set using Show My Homework and a Pupil Planner, in which homework is recorded. The Pupil Planner is also used as a regular means of communication between school and home.

PARENTS

The full support of parents is required in matters such as the wearing of School Uniform, the completion of homework and the implementation of the Home School Agreement, a copy of which is supplied to parents of all pupils who enter the School.

PASTORAL CARE

Pupils within the School are proud to be part of a thriving mixed gender, multicultural community. Each pupil has a Form Teacher, who takes a close interest in the development of pupils within their care and who is responsible to a Head of Year. A Deputy Headteacher is attached to each Year Group. Information about progress is regularly available through Effort and Attainment Grade reports. There is also an End of Year report on each pupil and a formal Parents' Evening for each Year Group. In addition, parents are welcome to see staff by appointment.

Personal development and growth are nurtured through a well-planned and resourced whole school Citizenship and PSHE programme.

Careers Guidance is available at all stages of a pupil's schooling, but concentrated advice is given from Year 9 onwards. All Year 10 pupils have two weeks of Work Experience in the Summer Term.



DISCIPLINE

We strive to encourage the development of self-discipline, as a high standard of behaviour is expected both inside and outside the School. Parents are kept fully informed if a pupil's behaviour or effort does give cause for concern. There are clear rules, and those who transgress are punished.

EXTRACURRICULAR ACTIVITIES

In order to provide a holistic educational experience, and build cultural capital, all pupils are encouraged to engage in curriculum enrichment activities. The Physical Education Department offers a wide range of sporting activities. There is also Orchestra, Choir and instrumental groups, Science Club, Computer Club, Drama Club and many more. There are several drama and musical presentations throughout the year. Our pupils undertake fieldwork in Geography and Science,

while trips to the USA, France, Germany and Spain serve to improve the cultural awareness of our pupils, enhance their understanding of foreign languages, or simply give them an opportunity to ski.

UNIFORM

A smart uniform imparts a sense of belonging and helps to maintain the high tone of the School. For these reasons a full school uniform is worn by all pupils below the Sixth Form. For Sixth Form there is a separate Dress Code. Pupils who arrive at school improperly dressed are liable to be sent home.



APPLICATIONS

Applications should be addressed to the Headteacher and arrive no later than as advertised.

The application form must be completed in full.

Any gaps in employment history, discrepancies/anomalies, or issues arising from references will be investigated and/or taken up at interview.

Personal Statements should be no more than 2 sides of A4 and the font size should be no less than 11.

Be clear if this is the school you wish to work in and what the post entails. If you are undecided, telephone the School and ask to speak to the Headteacher or the contact person, who will be pleased to answer your questions.

All shortlisted candidates will be invited to interview and given the opportunity to tour the school. Visits prior to interview are not part of the application process.

References

You are asked to name two referees, one of whom should be your present or most recent employer.

If working in a school then the Headteacher and your Line Manager should be your referees.

Relatives and friends are precluded as referees. We must receive references prior to interview.

References are checked against the application form to ensure consistency.

It may be necessary to contact your referees by telephone to clarify details of any previous experience identified in your application or relevant to the post.



Meeting the Post Criteria

We are an Equal Opportunities school and all staff are selected for posts on the basis of how well they meet the post criteria.

It does not matter whether you are an internal or an external candidate – everyone is at the same starting point.

It also does not matter if you have previously applied for a post at the school. Each application is considered as a new one, with no account being taken of previous applications.

Your completed application form will be used to decide whether or not you are called for interview. It is the only information we have about you. No assumptions will be made.

Under the section headed, 'Statement of Application' you should explain clearly how you think you meet the selection criteria for the post.

In demonstrating how you meet the post criteria, you should of course, use examples from your previous working experience to demonstrate both aptitude and suitability.

It is important however, to write a statement tailored to this particular job specification rather than list the experience you have acquired in a way that is unrelated to the role for which you apply.

It is also important to specify your own experiences and not the general work of the department in which you currently work.

Do not overlook other relevant experience or outside work such as community, voluntary or leisure interests, languages spoken, hobbies and other skills and abilities, which help to show how you meet the post criteria.

We are interested in your strengths, not your weaknesses.

CHA has an Appointment of Staff Policy, which is available on request to shortlisted candidates.

What Happens Next

If you apply for the post, you will not hear from us again unless we shortlist you for interview.

If you are called for interview, but are not appointed to the post, we offer a de-briefing opportunity to help you in the future.

If, however, you are successful at interview and appointed to the post, you will share our vision for Chadwell Heath Academy and our commitment to the pupils we teach.

We wish you well with your application. Do not hesitate to get in touch if we can offer any further assistance.



HOW TO GET HERE?

BY CAR

- From the M25: exit Junction 28 – signposted A12 Romford.
- Follow the A12 – signposted London. Turn Left off the A12 – signposted Chadwell Heath/King George Hospital. The fourth turning on the left is Priestley Gardens and the School is at the end of that road.

BY TRAIN

- From Liverpool Street Station to Goodmayes Station via National Rail – Great Eastern Line.
- Turn right out of the station. Proceed across the traffic lights along Barley Lane.
- The fourth turning on the right is Priestley Gardens and the School is at the end of that road.

