

St Mary's Church of England Primary School



EAL Teacher Candidate Information Pack

Job start date: January or February 2022

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Are you passionate about supporting pupils with the acquisition of early English?

Are you looking for a role where you can focus solely on supporting EAL learners across a school?

Dear colleague,

At St Mary's Church of England Primary School, we live, work and learn through a shared dedication of striving to be 'the best versions of ourselves'.

We are a large, popular and fully inclusive primary school situated in the heart of Southampton's diverse city centre. Over 75% of our pupils speak English as an additional language.

We are looking to appoint a talented EAL teacher who will support our school and community. You will be responsible for implementing a 'language lab' at St Mary's. The language lab will involve teaching pupils in EAL groups with their early acquisition of English language so that they can quickly integrate into their mainstream class. This is a non-class-based role which will involve working with all teachers and support staff from EYFS to Year 6.

We are particularly interested in hearing from candidates with the following skillset:

- Somebody with an ability to use multi-modal teaching methods to support the retention of newly acquired language.
- A candidate who 'thinks outside of the box' in terms of encouraging parents and families to improve their own English language skills.
- A commitment to supporting our teaching team with the integration of new arrivals in class, including in-class and out-of-class support.
- Someone who is able to advise the senior team on pedagogical enhancements to the classroom to support all EAL learners.

This academic year will be one of excitement, change and development. You will be joining our inner-city school at a pivotal moment.

Application information:

Your interview day is a mutual process aligned to helping you to decide if this is the school to advance your career in. We aim to make the day as supportive as possible. Any questions pre or post application can be sent to Kevin Brown, our school business manager. (kevin.brown@stmaryspri.org.uk). Telephone conversations with the incoming Headteacher will be arranged with all interested candidates.

St Mary's Church of England Primary School - POST DEFINITION

JOB DESCRIPTION: EAL Teacher (English as an additional language)



Terms of employment:

Salary: Main Pay Scale

Start date: Spring Term 2022 (January or February 2022 start)

CORE PURPOSE:

To implement, develop and innovate the English teaching for pupils who are EAL at St Mary's Church of England Primary School and guide staff in developing consistent practice in teaching and learning ensuring high quality learning opportunities, pastoral care, safeguarding and behaviour through the management of behaviour, teaching and learning, attendance, pupil engagement, parental engagement, extended services and school organization.

CORE DUTIES

Class Teacher

To carry out the duties and responsibilities for class teachers as detailed in the Pay and Conditions of Service Document 2014 and meet the requirements of the Teaching Standards. The EAL Teacher will be expected to support classes across the school from the Early Years to Year 6. This is a non-class based role.

Professional Duties

The EAL Teacher, in addition to carrying out the professional duties of a teacher, including those duties particularly assigned by the Headteacher.

Specific Core Duties

Play a major role under the overall direction of the Headteacher in:

ETHOS AND VISION:

- Maintain and continue to develop the ethos of the school in line with the governing body, headteacher, local authority and diocese.
- Promoting and supporting EAL policy agreed by the senior leadership team
- Establishing the policies through which they shall be achieved;
- Coaching staff and resources specifically related to EAL to that end; and
- Monitoring progress towards their achievement.
- Promote creativity, innovation and the appropriate use of technologies to achieve excellence
- Ensure that the ethos and practices in the school reflect the principles of a distinctive Christian education in a multicultural Church of England school.

LEADERSHIP AND MANAGEMENT

- Develop, motivate and lead staff to achieve the highest possible standards
- Build a collaborative learning culture within the school and actively engage with other schools and agencies to build effective learning communities

- Keeping abreast of educational developments and associated to EAL in your own professional training and research.
- Manage professional development whilst ensuring work life balance
- Advise the headteacher and governing body relating to EAL as required
- Ensure that all responsibilities delegated by the governing body are carried out
- Coordinate CPD for teaching staff across the school specifically related to EAL.
- Helping to maintain outstanding behaviour around the school at all times and specifically carrying out one dinner time duty per week
- Contribute to School Self-Evaluation (SEF) and the School Improvement Plan (SIP) assuming responsibility for those areas determined by the Headteacher

QUALITY OF EDUCATION AND CURRICULUM STANDARDS

- Lead in the design, implementation of an EAL curriculum, which inspires, engages and motivates all pupils.
- Ensure a consistent and continuous school wide focus on assessment and achievement using appropriate data and benchmarks to set, monitor, track and evaluate individual pupil progress.

COMMUNICATION AND CONSULTATION

- Develop and maintain effective lines of communication/service throughout the school and between staff, governors, parents, and the wider community
- Build effective relationships with all stakeholders through excellent communication and interpersonal skills, taking and providing appropriate advice
- Consistently use and develop information systems to ensure exemplary communication links with all stake-holders
- Coordinate the schools work to ensure smooth transitions and continuity of learning

CURRICULUM DEVELOPMENT AND RESPONSIBILITY

Work with the Headteacher to lead on:

- The continual development, effective organisation and creative implementation of the school's EAL Language lab
- Ensuring that the EAL curriculum is accurately matched to the needs of the pupils and continues to meet the priorities outlined in the school improvement plan
- Ensuring that the learning and teaching provided by different year groups and teaching teams form a coordinated, coherent curriculum entitlement for pupils and caters for their Spiritual, Moral, Social and Cultural needs

Quality of Education – EAL teaching:

- Be an example of excellence as an EAL classroom practitioner, inspiring and motivating other staff

EXTERNAL LIASON:

- liaise with relevant external agencies as appropriate, such as external advisory staff or consultants and/or other schools on specific teaching and learning issues relevant to your responsibility areas, its pupils and staff


















This job description sets out the duties of the post at the time it was drawn up. The above mentioned duties are neither exclusive nor exhaustive and the post holder may be required to carry out other relevant duties as directed by the Headteacher within the school as may be reasonably expected. This is not a common occurrence and would not justify a reconsideration of the grading of the post.



Person Specification – EAL Teacher

| Category | Essential | Desirable |
|--|---|--|
| 1. Qualifications/ Professional Development | <ul style="list-style-type: none"> ✎ Qualified teacher status ✎ Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning ✎ Ability to identify own learning needs and to support others in identifying their learning needs | <ul style="list-style-type: none"> ✎ Postgraduate level qualification ✎ EAL qualification – TESL/CELTA ✎ Experience of working with other schools/organisations/agencies ✎ Experience of leading/coordinating professional development opportunities for EAL |
| 2. Experience | <ul style="list-style-type: none"> ✎ Successful experience of leading EAL ✎ Substantial, successful teaching experience – evidence of delivering an outstanding quality of education | <ul style="list-style-type: none"> ✎ Teaching experience ✎ Curriculum leadership of EAL ✎ Experience of teaching in more than one school ✎ Experience as an EAL teacher or teaching English as an additional language |
| 3. Strategic Leadership | <ul style="list-style-type: none"> ✎ Ability to articulate and share a vision of supporting pupils with early language acquisition from various countries ✎ Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school ✎ Evidence of successful strategies for planning, implementing, monitoring an EAL curriculum ✎ Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these ✎ Knowledge of what constitutes quality in EAL provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils ✎ Understanding of and commitment to promoting and safeguarding the welfare of pupils | <ul style="list-style-type: none"> ✎ Knowledge of Inclusion Support ✎ Evidence of having successfully translated vision into reality at whole school level |

| Category | Essential | Desirable |
|--------------------------------------|---|---|
| 4. Teaching and Learning | <ul style="list-style-type: none"> ✎ A secure understanding of the requirements of the National Curriculum and Early Years development ✎ Knowledge and experience of a range of successful teaching and learning strategies to meet the language needs of all pupils ✎ Secure knowledge of statutory requirements relating to the curriculum and assessment ✎ Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management | <ul style="list-style-type: none"> ✎ Understanding of successful EAL teaching and learning across the entire curriculum across all key stages ✎ EAL curriculum leadership ✎ Promoting SMSC of pupils across the curriculum |
| 5. Leading and Managing Staff | <ul style="list-style-type: none"> ✎ Experience of working closely with teachers to improve learning experiences for EAL learners. Understanding that it remains the class teachers' responsibility to ensure that pupils' needs are met – but providing the right support. | |
| 6. Accountability | <ul style="list-style-type: none"> ✎ Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors, | |

| Category | Essential | Desirable |
|---|---|--|
| 7. Skills, Qualities & Abilities | <ul style="list-style-type: none">  High quality teaching skills  Strong commitment to the mission statement  High expectations of pupils' learning and attainment  Strong commitment to school improvement and raising achievement for all  Ability to build and maintain good relationships  Ability to remain positive and enthusiastic when working under pressure  Ability to organise work, prioritise tasks, make decisions and manage time effectively  Empathy with children  Good communication skills  Good interpersonal skills  Stamina and resilience  Effective ICT skills | |
| 8. References | <ul style="list-style-type: none">  Positive recommendation in professional references  Satisfactory health and attendance record | <ul style="list-style-type: none">  Professional reference without reservations.  Strong positive examples of EAL teaching impact |
| 9. Safeguarding | <ul style="list-style-type: none">  St Mary's Church of England Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants | |