



TEACHER OF MFL RECRUITMENT INFORMATION PACK

Atherton Way
Brigg
North Lincolnshire
DN20 8AR

RECRUITMENT INFORMATION PACK

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January 2018

Dear Applicant

Post – Teacher of MFL

Thank you for your interest in the temporary post of Teacher of MFL at The Vale Academy.

We are a high performing academy. Spanish and French, our two modern foreign languages, are popular and vibrant subjects.

This is an exciting time to join the academy; our recent Ofsted inspection, in November, confirmed our status as a good school with effective safeguarding and we also moved into our new academy building in January 2017. This provides state of the art facilities for staff and students as well as a modern and comfortable learning and working environment.

At The Vale Academy all staff work extremely hard as a team to provide excellent, high quality education for all our young people. We have high expectations of all our students; we know them very well and are therefore able to tailor learning and support to meet individual needs, ensuring students reach their full potential.

The Vale Academy is a vibrant environment in which to teach and work; we are extremely proud of our academy and our students' achievements. If you feel you share a similar ethos, and would like to be part of our team, then I would encourage you to apply for the position.

Please find enclosed an application form, job description and person specification.

Should you decide to apply for this post, please look at our website and carefully read all of the accompanying information. **The closing date for receipt of applications is Wednesday 07 February 2018.**

I wish you every success with your application.

Yours faithfully

A handwritten signature in black ink, appearing to read 'N Williams'.

Nicola Williams
Principal



About The Vale Academy

The Vale Academy is situated in the small market town of Brigg in North Lincolnshire. We are a successful and high-achieving school. We have an excellent reputation and an established trend of high student outcomes which are consistently above those achieved nationally. In January 2017, we moved into our new building which provides state of the art facilities and an outstanding learning environment for our students and staff. These new facilities will enhance our excellent teaching and learning still further and will contribute to our drive for on-going success.

The academy is extremely popular and, although we take most of our students from Brigg and the surrounding towns and villages, a large number of families from outside the catchment area also select The Vale as their secondary school of choice. Indeed, many students are prepared to travel some distance to access the high quality education we offer.

The change to academy status in 2011 has brought with it many advantages, not least of which is the opportunity to be part of the Delta Academies Trust. This is an educational charity whose ethos is based on four founding principles which match our own: Quality, Partnership, Aspiration and Responsibility. At The Vale Academy, we pursue excellence for our students within all areas of their lives. We expect them to aspire to be the best that they can be and to achieve the highest possible academic standards. We also expect our students to develop into caring and considerate young people, who will leave the academy to become responsible citizens and make a valuable contribution to society. Indeed, we are justly proud of our students' positive attitudes and outstanding behaviour.

In addition, we believe strongly in developing "the whole person". Towards this end, we offer an extensive and varied programme of extra-curricular activities to support a rich and rounded education both within and beyond the classroom.

Our values and ethos are summed up in "The Vale Way" which underpins everything we do in the academy. Full details can be found in the student section of the website.

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at www.deltatrust.org.uk

Vision

'Changing lives'

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the 'Seven Principles of Public Life'
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.
- You will work alongside professionals in a fast-paced and dynamic environment.
- You will develop your skills alongside like-minded colleagues.
- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.
- Career Development - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.
- Pension - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobseast@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

**Teacher of MFL (Spanish and French)
Temporary to 31st August 2018
0.4FTE (Tuesday & Wednesday)
MPR/UPR
To start week commencing 19 February 2018**

We are looking to appoint dynamic, inspirational, hard-working and creative individuals to join our Academy Team at an exciting stage in our journey as we aspire to become an outstanding Delta Academies Trust Academy. In this key role, you will:

- Be an excellent practitioner
- Have the knowledge, experience and ambition to teach across KS3/4 and the whole age range and ability
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of student achievement, personal development and well-being is achieved.

The Delta Academies Trust is committed to pursuing the very best for every student to ensure that “no individual is left behind.”

You will be joining an ambitious, committed and hardworking team who are passionate about the difference we can make to our young people, staff, families and the wider community.

Visits to the Academy are welcome. Please contact Kathryn Tucker 01652 294511.

**Closing Date: Wednesday 07 February 2018, 12 noon
with interviews on Thursday 08/ Friday 09 February 2018**

**An application pack can be downloaded from
jobseast@deltatrust.org.uk
or by contacting our recruitment team on
0345 196 0095**

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced DBS Disclosure.

The MFL Faculty

Learning a foreign language helps our students develop an understanding of the world we live and work in. Students learn to appreciate different countries, cultures and people which enable them to make comparisons with their own society. The four aspects of language learning (listening, speaking, reading and writing) help students to express themselves and also explore the similarities between English and the language they are learning.

No one can predict the field of work they will go in to or what role a foreign language will play in their career, but having a GCSE in a foreign language can only enhance future career possibilities. Being able to communicate in another language is, quite simply, a lifelong skill, one which can be used throughout the world!

French or Spanish are the languages currently on offer at The Vale Academy. Students are allocated a language in Year 7 and study the same one throughout KS3. They continue with this language at GCSE, if they follow the English Baccalaureate pathway.

Although only a small department of 2 members of staff, all languages are very well catered for.

Facilities and Resources

Equipped with interactive whiteboards in every specialist classroom, staff use a range of software designed to support and extend language learning. Technology is also being used to help student vocabulary and grammar learning at home and practise their speaking. We also use a variety of on-line resources which allow students to work away from the classroom environment, further developing their skills as independent learners. Past exam papers have also been uploaded onto the 'Learning Platform', allowing students to practise both the listening and reading elements of the exam, in the comfort of their own home. It's quite simply an amazing resource!

KS3

Students are allocated a language upon their arrival at the college and study it throughout years 7 & 8. Language lessons allow the students to work in all 4 skill areas using a variety of engaging activities. Numerous topics are covered, enabling students to communicate at a personal level as well as being given more creative opportunities.

KS4 and Courses

The AQA GCSE course places increased emphasis on speaking and writing skills. Students study 4 key areas:

- Lifestyle
- Leisure
- Home & Environment
- Work & Education

The content of the GCSE course is much more interesting and relevant for today's teenagers.

KS5

September 2011 saw the MFL department introduce AS Spanish for the very first time and it is solely taught at the academy. Following the AQA course, Y12 students develop their foreign language learning in much greater depth but have the luxury of doing so in much smaller groups. The 4 topic areas are:

- Media (TV, Advertising, Communication Technology)
- Popular Culture (Cinema, Music, Fashion)
- Healthy Living (Sport, Health, Holidays)
- Relationships (Family, Friendships, Marriage)

The 'Learning Platform' is available for KS5 students with plenty of exam papers for them to practise, in preparation for their AS exams!

Following on from AS, A2 Spanish was introduced at the academy in September 2012. A2 explores the topics of:

- The Environment
- The Multicultural Society
- Contemporary Social Issues

Through our joint sixth form, it is also possible to study AS/A2 French.

Job Description

Post Title: Teacher of MFL
Grade: MPR/UPR
Reporting to: Curriculum Leader

Purpose of the post:

- Carrying out the professional duties of a teacher as circumstances may require and in accordance with academy policies, under the direction of the Principal.
- Promoting the achievement of high standards through effecting teaching and learning within subject area(s), preparation, evaluation and action planning.
- Modelling the vision and values of the academy.
- Being part of the team driving the development of the academy to become an 'outstanding' academy.
- Receiving and acting on feedback to build on the strengths and improve personal performance within the academy systems.
- Contributing, where appropriate, to implementing policies and practice and to promote collective responsibility for their implementation.
- Taking into account and constantly reviewing academy contextual factors and prior attainment when planning and teaching lessons.
- Working in a cross-curricular way to support subjects across the academy in the use of active learning approaches to enrich curriculum and skills delivery.
- Recognising, promoting and celebrating diversity.

Personal contacts

External: contractors, suppliers, parents, external agency professionals, other government and local authority staff, other staff from academies and schools.

Internal: students, staff, Education Advisory Board members, academy council members, parents and any other visitors to the academy.

Main duties and responsibilities:

- Supervision and progress of students in allocated classes.
- Supervision of work of any classroom support staff during times they are allocated to classes.

Develop and sustain DEEP LEADERSHIP across the academy through:

- Being accountable for student progression for allocated classes.
- Being responsible for effective classroom management.
- Co-ordinating class work with any classroom assistant support.
- Developing and sustaining knowledge of current educational practices and be responsible for own continuing professional development.
- Evaluating lessons, incorporating students' views and responses in order to reflect and act on strengths and areas for development.
- Aiding in co-ordinating events and experiences which support the academy to raise standards.

Develop and sustain DEEP LEARNING across the academy through:

- Working to student targets and ensure that progress is tracked through a range of strategies.

- Taking account and reviewing prior attainment when planning and teaching lessons.
- Reflecting on the success of teaching strategies, individual lessons and SoL in meeting the needs of students.
- Applying current guidelines on effective learning and teaching.
- Striving to deliver outstanding lessons.
- Delivering interactive lessons with students.
- Providing good quality assessment using formative and summative methods in conjunction with the academy's AfL policy.
- Recording test results and ongoing teacher assessments.

Develop and sustain DEEP EXPERIENCE across the academy through:

- Having responsibility for developing and implementing SoL.
- Being responsible for identifying and reporting issues and developing solutions.
- Being responsible for the day to day delivery within the subject area, including assessment and reporting process.
- Developing the use of ICT within the curriculum.
- Adapting lessons and identifying next steps in response to evaluation of student progress.
- Setting effective homework and extension work to encourage and enliven student learning.
- Ensuring differentiation and personalisation of learning for all students.
- Being aware of the KS2 curriculum and the standards of progression and attainment for KS3 students.
- Co-ordinating displays with regards to events, opportunities and work which promote the department/academy.

Develop and sustain DEEP SUPPORT across the academy through:

- Complying with the academy's Child Safeguarding Procedures and reporting concerns to the Designated Child Protection Officer.
- Taking responsibility for upholding standards of behaviour and classroom management within the classroom and the schools environment.
- Promoting the consistent and fair use of the behaviour policy within the classroom and the academy environment.
- Being the first line of contact for parents and carers concerns with regards to their child's performance and well-being of your classes.
- Performing the duties of a Vertical Mentor Tutor if required, including the provision of information, advice and guidance for students.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the postholder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the academy in relation to the postholder's professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Principal or the incumbent of the post.

This post is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document.

Postholders will be expected to comply with any reasonable request from a Senior Leader to undertake work of a similar level that is not specified in the job description.

Person Specification Teacher of MFL (Spanish and French)

Experience	Essential	Desirable
Recent and relevant teaching experience	✓	
Experience of assessment at key stage 3 and 4	✓	
Qualifications		
A degree in an appropriate discipline related to Spanish or French	✓	
A teaching qualification together with Qualified Teacher Status (QTS)	✓	
Knowledge		
A strong and secure subject knowledge in Spanish and French up to GCSE	✓	
Awareness of the strategies available for improving the learning and achievement of all students	✓	
A good understanding of curriculum developments in the specific subject area	✓	
Skills		
Able to use a range of teaching and learning strategies	✓	
An understanding of how Assessment for Learning can improve student performance	✓	
Confidence in the use of standard computer packages and how these can be used to enhance student learning	✓	
Able to use student level data to raise standards	✓	
Able to work independently and collaboratively as a member of a team	✓	
Enthusiasm for your subject	✓	
Creative in problem solving together with willingness to take on and try new approaches and ideas	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	✓	
Able to communicate both orally and in writing to students and their parents	✓	
Able to communicate high expectations to all students	✓	
Strong ICT skills including SMART board or Promethean		✓
Other		
Sharing good practice across the department	✓	
The post holder will require an enhanced DBS	✓	