

**Teachers of French**

**MPS – UPS3 dependent on experience**

**Required September 2019**

**Full-time, part-time**

**1 x Permanent, 1 Maternity Cover (one year)**

# The School

Joseph Swan Academy is an 11-19 secondary school serving nearly 1200 students in central Gateshead. The school is entering an exciting new phase having recently joined the Emmanuel Schools Foundation. Joseph Swan Academy is the fifth school within the Foundation, which seeks to contribute to economic regeneration, prosperity in the north-east, and quality of community life through its work with young people. Our schools exist to impart wisdom to the next generation by educating young men and women in a culture which prioritises the pursuit of knowledge and the development of character. We serve communities of students, staff and parents who hold many different religious and ideological positions who unite around our core beliefs and core values, which are underpinned by our Christian ethos.

We value academic excellence, but we hold personal best to be of far greater importance. It is our experience that by developing a strong work ethic, holding a growth rather than fixed mind-set, and being provided with outstanding tuition, students may go on to achieve considerably more than they might have imagined possible. We seek to be intentional about character education, our aim being that our students will, in the future, become servant-hearted leaders. Students starting here encounter consistent rules, role models and traditions, which help them feel part of the Academy community and to begin to take responsibility for others.  As students grow older we expect more of them and in the Sixth Form expect our students to take on at least one formal leadership role in the Academy as well as beginning to serve in the wider community.

As part of ensuring rapid school improvement, Joseph Swan Academy will be working closely with Emmanuel College, which is one of the very best non-selective, co-educational, comprehensive schools in the country. Emmanuel College has a history of excellent academic results with a 2018 progress 8 figure of +0.52 and at A Level 68% of all grades at grade A\* to B. We believe working together will ensure similar academic outcomes for the students at Joseph Swan Academy in the coming years. Joseph Swan Academy will maintain its own distinctive identity as it partners with Emmanuel College, benefitting from the College’s experience and the educational leadership capacity across the Emmanuel Schools Foundation.

Whilst applying to this position means you will be initially appointed to teach at Joseph Swan Academy, there may be future opportunities to work, by mutual agreement, in our other schools, including at Emmanuel College. We are committed to an extensive, high quality programme of professional development and to provide opportunities for career progression. As such, this opportunity is ideal for ambitious educators who aspire to future senior leadership and will benefit from input through our National Teaching School designation.

# Department

The Department is currently staffed by three teachers. French is taught to all students at Key Stage 3 which reflects the requirements at Key Stage 4. There is an excellent camaraderie and sharing of best practice across the team. Teaching and learning in the department has been has been highlighted as a strength in the Academy as well as the students’ enjoyment of language learning.

The department aims to develop sound communication skills with a strong emphasis upon the study and application of grammatical knowledge.

Whilst grammatical understanding is important, the practical application of language skills is not neglected and our students are encouraged to develop spontaneity in their speaking.  This is reinforced through annual visits to France where pupils are also given an insight into the culture of the language studied.

The department aims to increase the uptake of French at Key Stage 4 and Key Stage 5. We currently have a small number of students studying A Level French.

We prepare students for the GCSE award offered by AQA.  85% of students achieved 4+ in French in 2018.

The successful applicant should be capable of teaching French to GCSE and the ability to teach Spanish would be an advantage. At all levels of study, high standards of work are expected from the students and success is defined in terms of application as well as individual achievement against personal best.

# Curriculum Summary

Year 7, 8 and 9 Key Stage 3 National Curriculum (Languages programme of study)

Year 10 and 11: AQA GCSE courses in French

Year 12 and 13: AQA A Level courses in French

GCSE examination results in 2018 were as follows.  It is important to stress that this has been achieved with students representing the full range of ability, and grades are a tribute to the extremely high work ethic amongst students, modelled and maintained by the MFL team.

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| **Level** | **2018 Result** |
| %9-7 | 20% |
| %9-5 | 65% |
| %9-4 | 85% |
| %9-1 | 100% |

# Person

We are seeking to recruit educators who may have a range of educational experience. We therefore invite applications from teachers who may have reached the upper pay threshold, as well as those who are newly or recently qualified.

We expect all applicants to be well qualified, self-motivating, adaptable and imaginative, and keen to join a team that is committed to achieving academic excellence in their teaching of Languages to students of a wide ability range between the ages of 11 and 18. A particular interest in French culture and customs and an awareness of current Languages curriculum initiatives would be an additional advantage.

Your motivation as a teacher will be the positive care and development of young lives, and you will view all children as individuals gifted with unique abilities and potential, regardless of socio-economic background, ability or behaviour. You will have the highest expectations of students, with a natural authority in the classroom, refusing to believe that socio-economic deprivation or special educational needs should act as a barrier to success. You will aspire to be an outstanding teacher, combining a mastery of your subject with strong relationships with young people, and having a confident grasp of the craft of the classroom.

A high level of commitment to achieving excellent standards is a pre-requisite for this post. Essentially, the Languages Department seeks extended professionalism from colleagues that are able to motivate students, generate ideas and translate them into effective and enjoyable practice within a warm and encouraging environment.

The current Languages teachers are enthusiasts for their subject, as indeed are all our departmental teams. You will believe that the words ‘exciting, elegant, beautiful, powerful and fascinating’ really do apply to languages! However, whilst your own subject knowledge will be of a high order, your natural gift will not prevent you understanding the mental blocks that prevent others making progress. You will be able to inspire confidence and engender a can-do attitude in students of all abilities.

Our non-denominational Christian ethos underpins the delivery of both the examined and non-examined curriculum however there is no requirement that individual teachers should subscribe to any faith. Honesty and personal integrity characterise the relationship of our teachers with their students as they work with school leadership to ensure Christian principles are an integral part of all learning within the academy. High academic standards, safety from bullying and drugs, a culture of character first and personal best, and respect for each child as an individual are pivotal to creating a culture conducive to high quality teaching and learning.

**Standard Responsibilities for all Teachers**

**All teachers are responsible, through their head of department, to the Principal for:**

1. **Creating the very best opportunities for learning and the pursuit** with a particular emphasis on:

* carrying out effective planning and instruction ensuring that teaching and learning is differentiated and thus suitable to stretch all students in every teaching group
* providing appropriate homework and class work tasks for students that will promote effective learning and ensure rapid progress
* marking work, providing honest but motivational feedback to students and ensuring that feedback is acted upon

1. **Striving for the personal best achievement of every child with a particular emphasis on:**

* supporting students effectively in their preparation for internal and external examinations
* Communicating effectively with parents by providing clear, accurate and informative information to through the Academy reporting system, and at other times as necessary.
* Providing timely, accurate information regarding any concerns regarding academic progress to their Head of Department

1. **Developing students' character** with a particular emphasis on:

* cultivating responsibility for learning and intellectual discipline
* promoting exemplary standards of discipline, deportment and dress within and beyond the classroom in line with the Academy discipline policy
* Providing students with quality opportunities for servant hearted leadership

Joseph Swan Academy is committed to the safeguarding of children and all staff are expected to ensure that the Academy is a safe and secure environment for our students. All applicants are referred to the Safeguarding Statement which is to be found within the Policy section of the Joseph Swan Academy website.

**Please note that this detail is indicative and can be amended, updated or replaced as felt appropriate at any time and in order to remain in line with any future legal requirements or expectation.**