

EY Teaching and Learning Leader (TLL)

Role information	
Role type Teaching and Learning Leader	Pay band British Council School Teacher scale + B allowance + 35 hours/week
Business Delivery	Grade 4 / H
Role purpose	
<p>The Teaching & Learning Leader (TLL) of each area of learning will ensure that the Responsive Action Plan (RAP) for their area of Teaching & Learning is fully in line with the targets specified in the School Self-Evaluation Forms (SEFs) and Section Responsive Action Plans (RAPs) and that all members of the Teaching & Learning Team understand and strive to achieve the targets set. The TLL will work with teaching staff to ensure that pastoral and academic targets are ambitious and achievable and that each student is offered every opportunity to achieve his or her full potential.</p> <p>Where the teaching and learning area covers subjects, which are offered in both Spanish and English, the TLL will ensure maximum cooperation and collaboration takes place to guarantee a seamless experience for students and teacher development takes place through learning from different methodologies.</p> <p>The EY TLL will work with the Primary team to ensure continuity of curriculum provision into KS1. They will also collaborate with other teaching and learning areas to ensure opportunities for cross curricular work are identified and taken advantage of.</p>	
Leadership Responsibility <ul style="list-style-type: none"> To be ambitious and to have high expectations for the experience and achievements of all pupils To be strategic and driven, leading and empowering staff to raise academic and pastoral standards of provision for all pupils <p>This Role Profile will be interpreted as enabling rather than restrictive, and may be subject to review by your Line Manager and HR.</p>	
Role context	
<p>The School is uniquely well positioned to meet the British Council core purpose: "We build connections, understanding and trust between people in the UK and other countries through arts and culture, education and the English language".</p> <p>The British Council works with over 100 countries across the world in the fields of arts and culture, English language, education and civil society. Each year we reach over 20 million</p>	

people face-to-face and more than 500 million people online, via broadcasts and publications. Founded in 1934, we are a UK charity governed by Royal Charter and a UK public body.

The British Council is committed to safeguarding children, young people and adults who we work with. We believe that all children and adults everywhere in the world deserve to live in safe environments and have the right to be protected from all forms of abuse, maltreatment and exploitation as set out in article 19, UNCRC (United Nations Convention on the Rights of the Child) 1989. Appointment to positions where there is direct involvement with vulnerable groups will be dependent on thorough checks being completed; these will include qualification checks, reference checks, identity & criminal record checks in line with legal requirements and with the British Council's Safeguarding policies for Adults and Children.

British Schools Overseas Inspection – 2015, 2018, 2021 – Highest rating in all areas

We are a British 2-18 private coeducational school with approximately 2000 pupils on roll.

Our Somosaguas campus has 3 separate facilities (Early Years, Primary and Secondary) and children start with us at 2 years of age and study with us for 16 years until they graduate at the age of 18:

Early Years where approximately 300 pupils from Pre-Nursery to Reception, (age 2 to 5) follow the Early Years Foundation Stage Curriculum and 130 Year 1 pupils start Key Stage 1. Children also develop their Spanish language skills,

Primary where approximately 700 pupils from Year 2 to Year 6 follow the English National Curriculum and the Spanish Language and Culture curriculum.

Secondary where approximately 700 pupils from Year 7 to Year 11 follow the English National Curriculum and the Spanish Language and Culture curriculum finishing with IGCSE and International GCSEs in a wide range of subjects (2021 results – 71% - 9 – 7 and 97% - 9 – 4) and approximately 250 pupils complete their BiBac® (Bilingual Baccalaureate). This is our unique Sixth Form programme (2021 results - 8.43/10 Spanish University Entrance Exam). Year after year 100% of our students go on to Top World Universities in Spain, UK, US and Europe and in the last few years 50% have opted for overseas and 50% for Spain.

Our teaching staff teach in our modern, purpose built facilities and are supported by a Business Services team who provide them with cutting edge ICT equipment and resources as well as outstanding facilities with a caring and effective administrative support. Our bespoke, dynamic CPDL programme ensures staff can offer our pupils an excellent overall experience while at the same time staying up to date with UK and other global practices.

Our intent statement

The British Council School curriculum challenges all pupils to reach their potential. We believe all pupils have the right to an ambitious, rigorous and exciting learning journey and all our pupils experience a deep and broad education inspired by the best of both worlds approach of our bilingual School. Our curriculum provides pupils with the skills, competencies and knowledge to become creative and critical thinkers who are resilient and caring so that they can be successful and valued members of our School community and beyond.

British Council policies, standards and regulations apply to all aspects of this job.

Main accountabilities

Quality of Education

To lead the team so that:

- teachers through school deliver an ambitious programme which is monitored, evaluated and reviewed;
- the devised schemes of work in each Key Stage support excellent learning and teaching and ensure subject mastery
- formal and informal assessment is managed within the subject to support student progress, responding to their needs, and high standards of achievement;
- an ambitious and deep curriculum is developed within the subject(s);
- standards of teacher performance is managed effectively and their professional development needs are addressed to raise standards, working with school CPDL leaders;
- student achievement is showcased through performance and written and photographic evidence which can be shared via the school website and community site;
- parents are provided with timely and accurate information and training to help them support their children at home;
- the school's digital strategy is supported and implemented.

Quality of Experience

To lead the team so that pupils(s'):

- behaviour is exemplary and they display consistently high levels of respect for others and participate in creating a positive environment;
- consistently demonstrate excellent attitudes and commitment to their education. They demonstrate high motivation and persistence in the face of difficulties and take pride in their achievements;
- make a significant and tangible contribution to the life of the school and/or wider community;
- relationships with their peers and staff reflect our positive and respectful culture where pupils are safe and indeed feel safe;
- engage enthusiastically with the broad spectrum of additional opportunities that the school provides, developing their talents and interests through rich experiences;
- understand and appreciate difference in the world and engage with views, beliefs and opinions that are different from their own in considered ways, showing respect for the different protected characteristics;
- are responsible, respectful, active citizens who contribute positively to society and have a global outlook;
- know how to discuss and debate issues and ideas in a considered way and can use their voice effectively to express a range of feelings;
- are confident and aspirational for themselves and others. They can both lead and be part of an effective team;
- succeed in the next phase of their education.

General

School improvement objectives related to the subject are being met and improve annually

To sustain the Outstanding/Excellent in all areas grading in the BSO Inspection Report in future inspections

To offer flexibility in the teaching role

Person specification

Role specific skills

Interview - The interview may include a presentation

Planning, organising and ensuring implementation of the section curriculum

Presentation skills

Evidence of significant and sustained positive impact on a group of pupils or an individual pupils

British Council core skills

Interview - The interview may include a presentation

Communicating and Influencing Level 2 - *Relates communications to circumstances:*

Displays good listening, writing and speaking skills, setting out logical arguments clearly and adapting language and the form of communication to meet the needs of different people/audiences.

Managing People Level 3 - *Manages a team* - Provides full line management to a team where all members are working in a similar area of expertise or business. Scope includes planning, setting objectives, role modeling an inclusive culture, recruitment, development and performance management

Shortlisting - you may be asked to complete a task

Planning and Organising Level 2 - *Plans ahead:* Able to organise own work over weeks and months, or to plan ahead for others, taking account of priorities and the impact on other people.

Analysing Data and Problems Level 2 - *Uses data:* Able to review available data and identify cause and effect, and then to choose the right solution from a range of known alternatives.

Not used in Recruitment & Selection

Manages Projects Level 2 - *Analyses project data*: Examines project data and performance, reporting on progress and recommending corrective action as needed

Knowledge and Experience

Essential

- A minimum of 3 years recent and relevant teaching experience in the last 5 years in the relevant phase, in a UK, international or bi-lingual school
- Recent, relevant, professional development in Teaching & Learning
- Experience managing/leading one or more curriculum areas, part of a Key Stage or a project

Desirable

- Relevant proven managerial experience, including data monitoring and analysis

Languages

Essential

Relevant language certifications/experience to be indicated in Application Form and CV. Language Tests in English may be required if no certifications are available. Employee may be hired conditional to the achievement of the Essential level certification within a 12 month period

- English to the level of, or a level comparable to, first language English communicator. Proficient spoken and written level (C2 in CEFR minimum) in English and at least B2 of CEFR in spoken Spanish. Those candidates who do not have a working knowledge of Spanish will work towards achieving CEFR Independent User level B2 by end of the first year and will receive support to do so.

Desirable

- C2 in both Spanish and English

Certification and Professional Qualifications

Qualified Teacher Status or equivalent teacher training qualification

Education

- A good Bachelor's Degree

Additional Role Requirements

- Proof of Identity requirements/right to work in country: Candidates are expected to have researched whether they have the right to live and work in Spain. The British Council School of Madrid welcomes international candidates and will support successful applicants in obtaining a work visa.
- Other requirements: There will be meetings after school besides the timetabled Wednesday meeting. The TLL will be expected to support events and school activities outside timetabled hours during the week and at weekends.
- All middle leaders will follow both internal and external training programmes.

British Council Values and Behaviours

British Council Values and **Behaviours** are applicable across our organisation, in all roles and at all levels. They are important because they say what we stand for at the British Council and help us to deliver our strategy. We use them to guide our decision making, as well as guiding how we treat one another and the people we work with. These will be assessed in the selection process. Our values are:

Open and Committed; Expert and Inclusive; Optimistic and Bold.

The behaviours for each values pair can be found on our [Intranet SharePoint site](#) for internal staff and at our Careers portal for external applicants.

Shortlisting AND /OR interview

For Recruiter / Hiring Manager use only**Background Checks**

Initial and continuing employment with the British Council is subject to an annual background check. The job undertaken defines the nature of check(s) and assessment applied, please identify the **one** screening category considered relevant for this job:

Offer

- Senior Manager (PB9/SMP and all head of function/business area, Director or Country Director jobs at PB7/8).

N/A

- Finance (directly managing expenditure or revenue of or more than £1 million e.g. payroll, procurement, accountancy/controller).

N/A

- Regulated for child safeguarding (The job is considered regulated if the role holder has frequent (minimum of once a week) or intensive (more than 4 days in one month) occurs in a place giving access to children (e.g. School) or is the line manager of others undertaking regulated activity)

Yes

- Standard Screening (If none of the above categories apply then the role is subject to standard screening)

N/A

Role Profile completed by**Date****Name: Borja Roca**

29/04/2022