



Wright Robinson College

EAL Instructor

RECRUITMENT INFORMATION



WRIGHT ROBINSON
COLLEGE

OUR MISSION STATEMENT

VALUES & ETHOS

Our Values



All members of our college community will be given every opportunity to develop and achieve their full academic potential.



All members of our college community will contribute to ensuring that we provide a safe, secure and caring environment.



All members of our college community will celebrate the diversity of our community and celebrate our successes and achievements as one.



All members of our college community will demonstrate resilience at times of adversity.



All members of the college community will treat others with respect.



All members of the college community will be treated fairly.



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Team Wright Robinson is fully committed to inspiring its students to achieve academic excellence, good character and resilience. This will enable our students to be instrumental in contributing to and shaping British Society in an internationally competitive world.



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A WARM WELCOME

Thank you for your interest in working at Wright Robinson College. I am immensely proud to be Headteacher at the College. In our recent 2021 Ofsted report, we have maintained our 'Outstanding in all Areas' status from 2016. Visitors, and Ofsted comment on the exemplary behaviour demonstrated by our extremely courteous and respectful students and upon the calm and welcoming atmosphere here at Wright Robinson.



We are an 11-16 provision and place ourselves at the heart of the community, a college that prides itself on equipping our students with the knowledge and skills to influence an ever-changing, internationally competitive world.

Staff support, wellbeing and CPD is really important to us here at Wright Robinson which was reflected in our 2021 Ofsted report:

"Staff are exceptionally proud to work at Wright Robinson. They benefit extremely well from leaders' genuine desire to manage workload and care for their well-being. Leaders provide extensive opportunities for teachers to access subject training and to work collaboratively."

We have over half a century's experience in educating young people which is illustrated through our results in public examinations, where our students consistently perform at rates significantly higher than the expected norms.

Students are taught by academic specialists with a passion for their subject, creating an environment where our students

believe that anything is achievable. We place great emphasis on creating leaders, whilst recognising the need to work co-operatively with others.

Our 'Team Ethos' permeates all aspects of college life, a life which here at Wright Robinson is so much more than what happens in the classroom. We seek applicants who can align with our culture of mutual respect, a positive outlook and a 'can-do' approach. The college has state of the art facilities creating, for staff and students alike, an attractive site and a pleasant working environment.

Our sporting successes are nationally renowned and our work in areas such as music, drama and art further enrich the student experience.

I am extremely pleased that you are interested in applying to work at Wright Robinson College and I look forward to receiving your application.



Martin Haworth
Headteacher



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VISIONS & VALUES



WHO WE ARE

The Flagship Learning Trust was established in 2019 with a vision to improve the academic performance and physical, social and emotional well-being of the students attending our Trust schools. The Trust chose to identify as 'Flagship' as it was founded in Wright Robinson College, which is not only identified flagship PFI school building but the college itself is committed to leading the way in education.

Social mobility, self-belief and teamwork are key elements of the Trust's ethos and purpose. We believe that it is not the academic ability which separates us in life but our character; therefore we work hard through teamwork to develop the following qualities in our students:

- Self-belief – Self esteem**
- Self determination – Self-discipline**
- Self-expression – Self-respect**

Our schools may always be judged by the results they achieve, however we believe that they are defined by their ethos and culture.

FLT VISION (Aim)

Inspire. Believe. Achieve.

The aim of the Flagship Learning Trust is to improve the academic performance and physical, social and emotional well-being of the students attending our Trust schools. The Trust aims to inspire every student to believe in themselves in order to achieve.

FLT ETHOS (Character)

Inspire. Believe. Achieve

The core culture of the Flagship Learning Trust centres around respect, collaboration, teamwork and leadership. We believe that having strong leadership, clear goals and working together in an environment of mutual respect, ultimately results in positive outcomes.

FLT VALUES (Principles)

TEAMWORK

Everyone working together for the common goal. We believe that to have a strong team, every team member is important and their contributions valid.

RAISING ASPIRATION

Encouraging our pupils and staff to aim high in order to achieve their goals.

COMMUNITY

Building relationships with pupils, staff, parents and the areas served by our schools to improve the educational experience for our students.



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Wright Robinson College

Headteacher: Martin Haworth

EAL Instructor

Grade: 5 SCP 13-19 £24,948 - £27,852. Actual salary term-time only £20,908 - £23,342
Start Date: ASAP
Contract: 35 hours per week. Permanent. Term-time only

We have an exciting and rare opportunity to join our supportive and successful team as an EAL Instructor. Providing teaching support to students for whom English is an additional language, you will have the opportunity to make a real difference to the lives of our young people. The role will involve providing in class support, as directed by the EAL department, teaching small groups of students and the provision of one to one support.

We are looking for applicants with experience of working with young people. Ideally, you will have proven success working as part of an effective team and demonstrate the ability to show initiative.

Wright Robinson College is outstanding in every area of the Ofsted Inspection Framework 2021. As an 'Outstanding School,' we are fully committed to continuing to further raise academic standards and attainment, across an academic curriculum.

Wright Robinson College is committed to staff development and if you join our team, you will be based in a friendly and supportive school with a state-of-the-art building, providing access to the latest resources to facilitate learning. As well as offering you a competitive salary and access to our BUPA Employee Assistance Programme, you will be provided with free access to on-site gym facilities, swimming pool and free on-site parking. Located on the east side of Manchester, we are easily accessible through local and regional transport links.

Have you got the desire, experience and ambition to join our Team? If so, we would be delighted to hear from you. Informal enquiries can be directed to Ms Ward on 0161 370 5121.

For further information on the position, to see what our staff have to say about working for us and for details on how to apply, please follow the link below:

<https://wrightrobinson.co.uk/staff-vacancies/>

Deadline: 9am on Thursday 28th September
Interviews will be held week commencing 2nd October



Statement on Equality

We are an Equal Opportunities Employer and we positively welcome applications from candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Statement on Safeguarding

Wright Robinson College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employment offers are made subject to an enhanced DBS check and satisfactory references. When appointing new staff, we will ask shortlisted candidates to complete a self-declaration of their criminal record and to provide any information that would deem them unsuitable to work with children.

Online checks for shortlisted candidates

In accordance with DfE Keeping Children Safe in Education 2023, an online search, including social media, will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

GDPR

A copy of our Privacy Notice is available on our website.



Wright Robinson College

Headteacher: Martin Haworth

EAL Instructor: Job Description

JOB TITLE

EAL Instructor

SCALE/SALARY

GRADE 5 SCP 13-19 £24,948 - £27,852. Actual Salary term-time only £20,908 - £23,342 (35 hours per week)

RESPONSIBLE TO:

Headteacher, Deputy Headteacher, Assistant Headteacher, Director of Languages, Head of EAL, EAL Co-ordinator

JOB PURPOSE

To provide teaching support to students for whom English is an additional language. This involves providing in class support, as directed by the EAL department; teaching small groups of students and the provision of one to one support.

Duties and Responsibilities

1. To contribute to the planning for the delivery of teaching and learning for students being supported, to an agreed schedule. This will involve the preparation of teaching and learning materials and subject matter.
2. To contribute towards teaching English as an additional language, including contribution towards relevant schemes of work.
3. Teach English as an additional language lessons in order to promote and develop English language acquisition and thereby help to raise achievement and standards across the curriculum.
4. To have good subject knowledge and understanding of pedagogy in order to advise and support other members of staff on the content and delivery of English as an additional language in their subject areas.
5. To act as a mentor for students identified as requiring support in order for them to achieve their full potential at the college.
6. To assess and maintain records of activities and progress relating to learning outcomes where English is an additional language.
7. To promote and facilitate parental/home involvement in the teaching of English as an additional language through a shared College/home approach.
8. To work closely with parents/carers to develop supportive relationships. To provide agreed feedback to parents/carers on progress being made.

9. To develop and deliver activities to support small groups/classes of identified pupils.
10. To contribute to the overall ethos, work and aims of the College.
11. To establish constructive relationships and communicate with other agencies and professionals.
12. To participate in training and other learning activities and performance development as required.
13. To recognise own strengths and areas of expertise and use these to advise and support others.

The above list of job duties is not exclusive or exhaustive and the postholder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.

EAL Instructor: Person Specification

AF – Application Form

SP – Selection Process

Specification	Essential/ Desirable	Method of Assessment
QUALIFICATIONS / PROFESSIONAL MEMBERSHIP		
<ul style="list-style-type: none"> Appropriate EAL/ESOL teaching qualification 	D	AF
<ul style="list-style-type: none"> Further professional qualifications relevant to the post 	D	AF
PROFESSIONAL EXPERIENCE		
<ul style="list-style-type: none"> To have classroom based experience of working with students who have English as an additional language and proven successful learning outcomes. 	E	AF
<ul style="list-style-type: none"> Experience of working with students who have English as an additional language on a 1:1 basis and in small group settings. 	E	AF
<ul style="list-style-type: none"> Able to demonstrate experience making progress through the teaching and learning of English as an additional language either at class, or small group level. 	E	AF
KNOWLEDGE AND SKILLS		
<ul style="list-style-type: none"> A sound understanding of the skills and attributes involved in teaching students who have English as an additional language. 	E	SP
<ul style="list-style-type: none"> To understand the expectations in the new Ofsted Framework regarding effective EAL provision. 	D	SP
<ul style="list-style-type: none"> Have a sound knowledge of what effective English as an additional language resources should look like. 	E	SP
<ul style="list-style-type: none"> Knowledge of effective strategies to include, and meet the needs of, all pupils within English language acquisition lessons. 	D	SP
<ul style="list-style-type: none"> The ability to analyse data effectively to assess performance and progress of students in their EAL groups 	D	SP
<ul style="list-style-type: none"> Strong ICT knowledge and skills – able to demonstrate the effective use of ICT to enhance the learning and teaching of English as an additional language 	E	SP
<ul style="list-style-type: none"> To understand assessment, recording and reporting requirements for EAL. 	D	SP

PERSONAL QUALITIES		
▪ A good classroom practitioner willing and able to support the teaching of developing English language acquisition lessons.	E	SP
▪ A flexible approach to work and the ability to work as part of a team.	E	AF/SP
▪ Excellent communication skills both orally and in writing.	E	AF/SP
▪ High expectations for good behaviour and how to support children to achieve this.	E	AF/SP
▪ Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships.	E	AF/SP
▪ A commitment to your own continuous professional development.	E	AF
▪ Personal commitment to the College's professional standards, including dress code, as appropriate.	E	AF
▪ The post will require an enhanced DBS clearance.	E	SP
▪ To promote Health & Safety, Safeguarding policies and Equality & Diversity across the Trust.	E	AF





WHY WORK

FOR US?



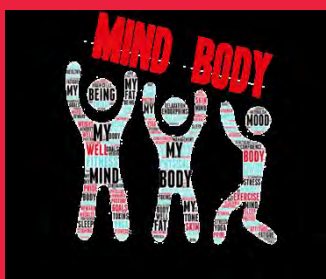
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STAFF BENEFITS

- BUPA Healthy Minds Employee Assistance Programme (Free access to telephone or face-to-face counselling)
- State of the art facilities, including on-site gym/swimming pool
- Cycle to work scheme
- Local Government Pension Scheme/Teacher's Pension Scheme
- Strong programme of CPD/Staff development
- A focus on staff work-life balance and well-being
- Staff sports events/Fitness Friday
- Staff library provision

<https://www.wrightrobinson.co.uk/Vacancies/>



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OFSTED REPORT

OUTCOME

Wright Robinson College was inspected in October 2021 and continues to be an outstanding school.



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WHAT IS IT LIKE TO ATTEND THIS SCHOOL?

Pupils are proud to be part of this exceptional school. They are adamant that it is a safe, happy and harmonious place to learn. Pupils thoroughly enjoy coming to school to learn. They say, ‘Every aspect of school life is about teamwork.’

All pupils, including pupils with special educational needs and/or disabilities (SEND), achieve exceptionally well. The ambitious curriculum motivates and engages pupils to work extremely hard. Staff have very high expectations of each of them.

Pupils concentrate fully on their learning. They relish the opportunity to master new challenges. Pupils are highly appreciative of the learning opportunities that teachers provide. Pupils are fiercely proud of their successes.

Behaviour is exemplary. Pupils are extremely courteous and respectful. Pupils of all ages get along exceedingly well. They are accepting of each other’s differences. Pupils have no concerns about bullying. They said that it would be ‘out of the ordinary’. Should any bullying occur, pupils are confident that teachers will ‘shut it down immediately’.

Pupils spoke with great pride about the extensive range of leadership, charitable and enrichment opportunities on offer. They delight in developing new skills and in finding new ways to contribute to the wider community. Pupils develop into highly confident, articulate and responsible young adults who are ready to ‘shine’ in the world.

WHAT DOES THE SCHOOL DO WELL AND WHAT DOES IT NEED TO DO BETTER?

Leaders, governors and trustees have created a distinctive school with a clear purpose. They are deeply committed to ensuring that every pupil can flourish, irrespective of their personal circumstances. A culture of high aspirations and a can-do approach to learning pervade the school.

