Recruitment Information Pack

**The Winstanley** 

**School**

**Head of Modern Foreign Languages & Teacher of Spanish**

**Temporary - part time job-share (2 days)** Main Pay Scale/Upper Pay Spine plus TLR2b £4,784 Required Autumn 2021



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Vision, Values and Ethos

**LiFE Multi Academy Trust**

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| **Bringing Learning to LiFE**  **Vision**  We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it, are also successful, popular and flourishing. Hence we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.  Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.  **Values**  ● Ensuring that every student achieves positive, life changing outcomes  ● Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond the school gate  ● **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating elite performance inside school and in the wider world  ● Valuing and promoting the celebration and understanding of diversity and qualities of our staff and students  ● Ensuring that all students and staff feel known, appreciated and supported  ● Committing whole-heartedly to collaboration within, between and beyond our academies ● Ensuring our curricula are agents for the promotion of our values |

**The Winstanley School**

**Widening horizons and enabling excellence**

Staff and Students have created the values that The Winstanley School stands for in promoting learning for life.

All members of the community SHINE.

This means we believe in:

**S**upporting others

**H**ard work

**I**ndependence

**N**ever giving up

**E**xcellence

Everything we do is related to these values

We SHINE

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Our offer to new staff joining The LiFE Multi Academy Trust and our schools

**Professional Capital:**

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**‘We believe in getting the right people, getting them to work together and getting them to stay’**

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| **Strategy** | **Description** |
| **Putting your trust**  **in our Trust** | We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment. |
| **Coaching** | Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged. |
| **Personal**  **Improvement Plan versus Performance Management** | Instead of the usual performance management, we encourage our staff to identify aspirational targets through our ‘Personal Improvement Plan’ (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets. |
| **Health and Wellbeing Strategies** | Having happy and healthy staff is key to a successful organisation. The Trust is committed to:  ● providing employees with a safe, healthy and supportive environment in which to work  ● recognising that the health and wellbeing of our employees is important ● providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged  We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff. |
| **Presumed**  **Professionalism** | We have a ‘Presumed Professionalism’ ethos across the Trust. Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other. We achieve this by allowing staff to sign out during their free periods, as long as professional duties are not affected. See our policy for further details. |

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Our offer to new staff joining The LiFE Multi Academy Trust and our schools (continued)



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| **Development of**  **Professional Capital and Excellence** | As a Trust we always look to invest in our staff and pride ourselves on our ‘home grown talent’. We pride ourselves on this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.  Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.  Examples of the many opportunities we encourage staff to take up externally include:  ● The National Professional Qualification for Senior Leadership (NPQSL) ● The National Professional Qualification for Headship (NPQH)  ● The National Professional Qualification for Middle Leadership (NPQML) ● The Outstanding Teacher Programme (OTP)  ● Initial Teacher Training (ITT)  Pathways are available at apprenticeship level, NQT, aspiring middle leader, Lead Practitioner and aspiring senior leader level. Some of these courses are led by staff within the Trust and others are externally accredited. In addition, the Trust provides the opportunity of becoming an associate SLT member, enabling middle leaders to gain insight and experience of leadership at the highest level within a school.  Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.  Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age. |
| **Great access to**  **progression and**  **leadership**  **responsibility** | Further evidence of our investment in ‘home grown talent’ is that 86% of our TLR holders have been internal appointments. We have clear professional progression pathways within the CPD offered throughout the year at all levels within the Trust. |

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Our offer to new staff joining The LiFE Multi Academy Trust and our schools (continued)



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| **Collaboration across all schools** | We are developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together. |
| **Sabbatical and**  **flexible working**  **policies** | We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.  Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments. |
| **Strong Induction**  **Process** | It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year. |
| **NQT Programme** | We offer newly qualified teachers a robust, supportive and bespoke training programme which will enable you to develop into an outstanding teacher. |
| **Continued NQT and RQT support** | Where possible we try to ensure that NQTs and second year teachers have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice. |
| **3D Networks** | 3D Networks are an opportunity for faculties to share good practice and new ideas with colleagues across the school, based on our unique 3D Learning and Teaching model. |
| **Attendance of staff** | Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond. |

We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our schools

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MFL Department



Spanish has enjoyed a renaissance at Winstanley and is also a popular subject at GCSE. The MFL department is small, consisting of the existing Head of MFL and a full time teacher of French.

Spanish is taught for four hours per fortnight at KS3, and for five hours per fortnight at GCSE. Classes are mixed ability in year 7 and 8. At GCSE, there is of course a range of abilities.

The department will occasionally run trips to Europe and there is an expectation that the successful candidate would support the current Head of MFL in organising these activities.

The MFL department is enthusiastic and motivated to support the students in MFL. It continues to build an engaging and inclusive curriculum and the successful candidate will be expected to play a full role in the life of supporting the department in this endeavour.

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The Application Process

Completed applications should be returned to shambleton@winstanleyschool.org.uk or, by post to

Mr D Bennett (Headteacher)

The Winstanley School

Kingsway North

Leicester

LE3 3BD



A phone call, followed by an email will be sent to shortlisted candidates to confirm details of the interview process.

**Queries**

If you have any queries on any aspect of the application or need additional information, please contact Miss S Hambleton on 0116 2898 688

Thank you

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Advert



Head Modern Foreign Languages & Teacher of Spanish MPS/UPS plus TLR2b £4,784

Temporary job-share - 2 days per week

Required from Autumn 2021

The Winstanley School is an 11-16 Leicestershire school situated in the heart of the Braunstone Town community. The school is part of the LiFE Multi-Academy Trust of which Bosworth Academy is the lead institution.

We are seeking to appoint into a job sharing role, a committed and enthusiastic Leader of MFL, who is also a Spanish teacher. The successful candidate will have a real passion for their subject and will translate this effectively to the students in their care.

This role offers candidates an exciting opportunity to contribute to the Trust’s relentless drive for excellence across the school. The role is primarily based at The Winstanley School. We do, however, encourage the opportunity to develop professionally within different contexts and situations, working in partnership with Bosworth Academy and other partner schools across the Trust.

Application forms and further details may be obtained from Sue Hambleton, (PA to Headteacher) at the address below, or can be downloaded from www.winstanleyschool.org.uk

**The closing date for completed applications is 9.00 am on Friday 7th May April 2021**

“This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment”

The Winstanley School

Kingsway North, Leicester, LE3 3BD

Tel 0116 2898 688, email shambleton@winstanleyschool.org.uk

Headteacher: Dave Bennett

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March 2021 Dear Applicant

**Head of Modern Foreign Languages**

Thank you for your interest in the above post. We are looking to appoint an outstanding Head of MFL and Spanish Teacher.

We are seeking:

● An individual who relishes the challenge of working to establish high quality lessons ● A leader who can inspire teachers to deliver outstanding lessons and ensure that students are engaged and motivated to achieve their best

● A proven leader with a strong record of results at Key Stages 3 & 4

● An excellent classroom practitioner

● A leader who is suitably qualified

Teaching and leading is a challenging job and the person appointed will need to be committed, creative, dynamic and willing to work hard to fulfil their vision. We wish to appoint a leader who can successfully lead and promote languages. The successful applicant will be able to access a range of developmental opportunities to enhance professional skills. They will be coached by the Deputy Head of School. Winstanley is a welcoming and friendly place to work.

If you are interested in applying for our post, please complete the following:

● Application form (this can be downloaded from our website)

● Letter (of no more than two sides of A4), outlining what makes an outstanding MFL department and how you will develop the MFL department so all students excel.

The Job Profile and Personnel Specification are included in this pack, indicating the specific skills and qualities we are interested in, and where we expect to make judgements of these in the selection process.

Details of our most recent Ofsted report can also be found on our website or Ofsted’s.

**Your application should be sent to Miss S Hambleton at the school, by 9.00 am on Friday 7th May 2021.**

I look forward to receiving your application.

Yours sincerely



Dave Bennett

Headteacher

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Job Profile

***Title:* Head of MFL (part time job share)**

***Job Purpose:*** To lead the MFL Department

***Responsible to:*** Headteacher and Senior Leadership team

***Responsible for:*** ● Building and leading a strong team of MFL teachers ● Promoting the value and importance of MFL



***Functional Relationships:***

● Supporting students to achieve their best, whatever their ability ● Monitoring the progress of students in the department

● Using effective assessment techniques and providing students with achievable targets and appropriate feedback

● Managing the budget for the MFL department

● Liaison with students’ parents/guardians

● Working collaboratively with colleagues in both curriculum and Year teams ● Ensuring that school policies are implemented

● Promoting the MAT ethos

● Working with the Head of School and Senior Leadership team ● Membership of the MFL department at Winstanley

● Liaison with other subject teachers

● Liaison with learning support staff

● Liaison with clerical and technical associate staff

***Grade and Salary:*** MPS/UPS + TLR2b

***Conditions of Service:***

Post subject to Teachers’ Pay and Conditions

**Specific Duties and Responsibilities**

***1. Day to Day Management:***

● Lead the MFL teaching team in the school

● Quality Assure the teaching of MFL in the school

● Promote MFL across the school

● Ensure high quality achievement in MFL

● Classroom management and general oversight of the welfare of students in classes

● Implementation of all MAT policies and routines

● Contribute to the continued improvement of the MAT

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Personnel Specification

***Head of MFL***

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|  | **Essential** | **Desirable** |
| **Qualifications** | Appropriate Degree  Qualified Teacher | Evidence of a range of professional  development  Evidence of post-qualification development |
| **Experience** | Leadership experience in a MFL department | Experience of working with young people in the 11 to 16 age range  Experience of leading in a range of educational initiatives  Experience of more than one school |
| **Leadership** | Passion and enthusiasm for MFL and its importance within a secondary school context  Clear understanding of how to motivate and engage a team to deliver excellent teaching and learning  Creative ideas for how to promote MFL  Clear understanding of Quality Assurance Processes  Understanding of how to use data and evidence to drive improvement within the department | Evidence of leadership experience in more than one school  Experience of leading training for non – specialist MFL teachers  Evidence of being an effective member of a team  Evidence of contributing to a significant curriculum change  Evidence of effective collaboration with colleagues in other teams/schools |
| **Curriculum** | Experience of teaching MFL at Key Stages 3 & 4  Awareness of how to motivate and engage students to excel in MFL  Evidence of clear ideas about the delivery of the MFL curriculum to all abilities  Evidence of the production of learning resources Knowledge of the new GCSE syllabus  Understanding of current curriculum issues with reference to MFL  Knowledge of ICT applications | Experience of teaching other courses offered within the department or across the school  Ability to contribute to extra-curricular activities  Ability to teach other subjects at Key Stage 3 &4 |

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| **Students** | Understanding of the importance of supportive student/teacher relationships  Understanding the range of factors which affect students’ progress  Ability to communicate effectively with young people  Ability to deal with student behaviour issues  Ability to analyse data on student progress and work with staff and students on the use of data for target setting | Evidence of effective relationships with students  Examples of a variety of strategies used with students to promote achievement and positive behaviour  Evidence of the use of data analysis to promote achievement |
| **Parents and**  **the**  **Community** | Understanding of the importance of the partnership between parents and the school  Understanding the philosophy of the LiFE MAT and its wider community | Evidence of involvement with community groups and/or parents |
| **Personal**  **Qualities** | Evidence of a willingness to work hard  Evidence of resilience  Ability to develop good relationships  Good communication skills  High level of commitment to the MAT  Ability to work in a team, follow instructions and be self-organising  Record of good attendance | Evidence of good working relationships with a range of people  Be able to demonstrate that she/he can work as part of a team and be able to meet deadlines and achieve targets |

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