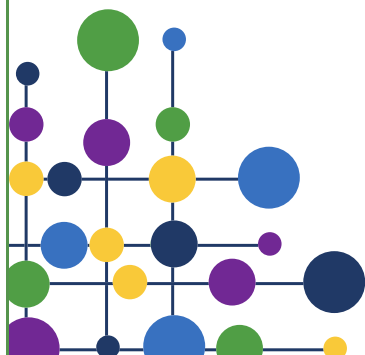


Royds Hall a SHARE MAT Academy
Head of MFL
Application Pack



Welcome from the CEO

Dear Applicant,



Thank you for taking an interest in the vacancy based at Royds Hall Academy. I hope the materials enclosed in this pack give you a good sense of what makes the trust a special place to work and provides the information you need about the post.

Our belief in “Valuing People, Supporting Personal Best” means we are committed to investing in our staff, to help them be happy at work, to provide the support they need to achieve the highest standards they are capable of and to offer the training or guidance they need to undertake their jobs effectively. For example, everybody is encouraged to use a personal development plan, to set their own objectives and to take responsibility for their own improvement priorities. We define effective leadership as “helping others to achieve their best” and that is what your line manager will try to do for you.

It is important to read the information provided carefully. We want you to be happy in the role you are applying for and committed to performing the job to the best of your ability.

I very much hope you are encouraged to apply for the position and look forward to meeting you soon.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'J McNally', written over a thin horizontal line.

John McNally CEO





SHARE Multi-Academy Trust is a charitable trust currently consisting of four secondary and four primary academies in West Yorkshire. Our academies are: Shelley College, Huddersfield; Royds Hall Academy, Huddersfield; Thornhill Community Academy, Dewsbury; Whitcliffe Mount School, Cleckheaton, Heaton Avenue Primary Academy, Cleckheaton; Millbridge Primary Academy, Liversedge; Woodside Green Primary Academy, Cowlersley and Luck Lane Primary Academy, Huddersfield.

We believe in helping staff and pupils achieve their personal best and are keen to recruit the very best talent to our Trust. Shelley College is the Teaching School Hub for Kirklees and Calderdale and as such, we can offer our teaching staff a wealth of first class, personal development opportunities as well as providing an excellent induction programme for Early Career Teachers. All staff receive full induction training and ongoing support to ensure they enjoy working for the trust.

More than seven hundred people work hard across the Trust to ensure we provide the very best education and service across all our schools, from invigilators joining us for a few hours a year, through flexible part-time work to many full-time teaching and support roles.

At SHARE MAT, we aim to:-

- Encourage all our pupils/pupils to go beyond what they think they can achieve, to enjoy learning, helping them to lead healthy and happy lives;
- Equip our staff to deliver their best every day, our belief is that by Valuing People, Supporting Personal Best is the key;
- Ensure our staff are happy at work, taking pride in pupils/pupils progress and development;
- Deliver training and guidance relevant to job role so expectations are understood and staff feel motivated;
- Offer great benefits making us the employer of choice, including outstanding CPD, supportive line management and networking opportunities across the MAT to aid personal development.

Information about Royds Hall

Being part of SHARE Multi-Academy Trust and Teaching School Hub for Kirklees and Calderdale, provides staff a wealth of support and a wide range of opportunities to collaborate with colleagues across the Trust and also with the wider Calderdale and Kirklees network. This means we can offer the successful candidate access to a fantastic support network, CPD and opportunities to develop practice. Royds Hall is a small secondary school that achieved a Progress 8 score of 0.01 in 2022. We are exceptionally proud of the progress that has been made in school over the last four years, it has most certainly been a wonderful trajectory of improvement. We enjoy strong behaviour for learning and a curriculum that is ambitious for all and well sequenced. Staff

wellbeing is central to our vision of 'valuing people, supporting personal best'. Visitors and staff regularly share that the school is warm and supportive with high expectations for all. This team ethos pervades everything we do.

We also offer pupils a wealth of extended learning opportunities from; Royds Hall Scholars, Duke of Edinburgh, debating society, Steam Lab to knitting for fun. The PE department support our pupils to represent the school in a wide range of sports including Basketball, Netball and Athletics. We take part in the annual Speakers' Trust event and have been successful in reaching the final in recent years. Pupils gain from a wealth of opportunities offered including leadership opportunities in every year group. In 2022, 100% of pupils took part in an extended learning opportunity. A strong belief exists that offering a wide range of extended learning opportunities ignites pupil interests and allows them uncover skills and abilities that support their sense of achievement and happiness in school and into adulthood. We believe that every child can succeed and it is our privilege to provide them the opportunities to identify their talents and their future dreams and aspirations.

As a teaching professional, the curriculum allows you the flexibility to create an inspiring, exciting learning journey for all pupils enabling them to develop into active citizens of the future, empowered to make their best contribution to society. The Curriculum is developed in a thematic and practical way that engages both our employees and young people. We seek ways to make our curriculum even more interesting every year and you have the ability to do this at Royds Hall. Lessons are fascinating, engaging, exhilarating, and demand that pupils think for themselves whilst ensuring pupils see a purpose to their work.

Royds Hall is a wonderful place to work, where you will have the opportunity to make a difference every single day.

About the MFL department

The MFL department at Royds Hall are on an exciting journey to ensure all pupils achieve their very best in French and Spanish and develop a life long passion for language learning. Our curriculum is bold and innovative and incorporates the best pedagogical approaches in order for our learners to achieve a high degree of grammatical mastery. We have an excellent independent learning system and we support extra curricular activities such as work experience trips to the French alps and to Alicante. If you would like to take our MFL department to the next level and would be willing to support our initiatives, we would love to hear from you.



Head of MFL Role Profile

Role Title	Head of MFL	Reporting to	SLT Link
Section	Royds Hall	Grade / Salary	TLR 2C
Contract type	Permanent		

Part A – JOB DESCRIPTION

Overall purpose of role	As the Head of MFL you will be required to meet the general requirements of this post, as specified in the School Teachers' Pay and Conditions Document. The post will require you to lead the MFL team which includes: French and Spanish to ensure that all pupils are following an ambitious curriculum to allow them to know more and remember more and therefore make strong progress overtime. This will involve developing, staff and delivering an innovative and appropriate curricular. You will also monitor the effectiveness of the subjects through quality assurance and use the information gathered to monitor and evaluate the quality of the department, sharing best practice and develop plans to address any areas of weakness.
Safeguarding Requirements	<p>This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS).</p> <p>Applicants MUST complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the head teacher.</p>

Key Outputs
Leadership that helps get the best out of others <ul style="list-style-type: none"> • Help to develop a culture in which every pupil is valued, encouraged and supported; • Develop a clear vision and strategy for the MFL department, rooted in the aims and values of the school, and developed in consultation with the whole community; • Work with the Core Director of MFL improve curriculum implementation and outcomes for pupils; • Seek consensus and ownership for strategies from staff, pupils, and parents; • Communicate strategies and expectations effectively to all parties; • Evaluate own performance and undertake professional development to help achieve the highest possible standards in the role; • Monitor and evaluate all aspects of the quality of provision in MFL particularly teaching and learning;

- Line manage other teachers in the faculty, undertaking performance management reviews.
- Work with your SLT Link and Trust Director of MFL to drive improvement in the department.

To create a positive and supportive working environment for all

- Gain a thorough understanding of the skills and knowledge pupils need to be successful in their lives, during their time at Royds Hall and beyond;
- Secure commitment from the whole-school community, particularly teachers delivering MFL, to secure the highest standards in the department;
- Provide training for colleagues, including those who are new to the school, to share best practice, help communicate expectations and describe the support available
- Develop action plans in specified areas of responsibility, in order to bring about improvements
- Manage resources effectively, to secure the best possible provision.

Teaching and learning that helps pupils achieve their personal best

- Provide support and guidance for staff delivering the MFL.
- Organise activities to enhance the curriculum, for example visit by external specialists
- Coach and support colleagues to improve standards of teaching and learning;
- Ensure a suitable MFL curriculum is in place for pupils of all abilities;
- Devise and implement strategies for narrowing the attainment gap in MFL for different groups of pupils;
- Monitor and evaluate the quality of learning and teaching in the department, sharing best practice and developing plans to address any areas of weakness.

To provide opportunities, experiences and support for all pupils to be happy, confident and achieve their personal best

- Help ensure the learning needs of individual pupils are met, particularly vulnerable groups, such as those with SEN or disabilities or with protected characteristics
- Help ensure the learning needs of the more able are met fully
- Develop activities to enhance the curriculum through opportunities and resources that could be provided by the wider community
- Help pupils develop their spiritual, moral, social, cultural and physical awareness and skills
- Help equip all pupils with the skills and knowledge they need to be happy and successful in the future.

To create a school that the whole community can be proud of

- Celebrate successes amongst the school community and beyond
- Promote a culture of teamwork in which the views of all members of the school community are valued and taken into account
- Work to a high standard in implementing agreed policies, priorities and expectations, so as to set a good example for other colleagues
- Contribute to policies and practice which promote equality of opportunity and tackle prejudice

Dimensions (Financial/Statistical/Mandates/Constraints/No. of direct reports)

- Range of Teachers approximately 55 across the whole school.
- Range of Pupils approximately 850.

Work/Business contacts

Internal: All teachers and support staff to advise how effectively to support pupils to achieve their Personal Best.

External: Parents and Families, Examinations Boards.

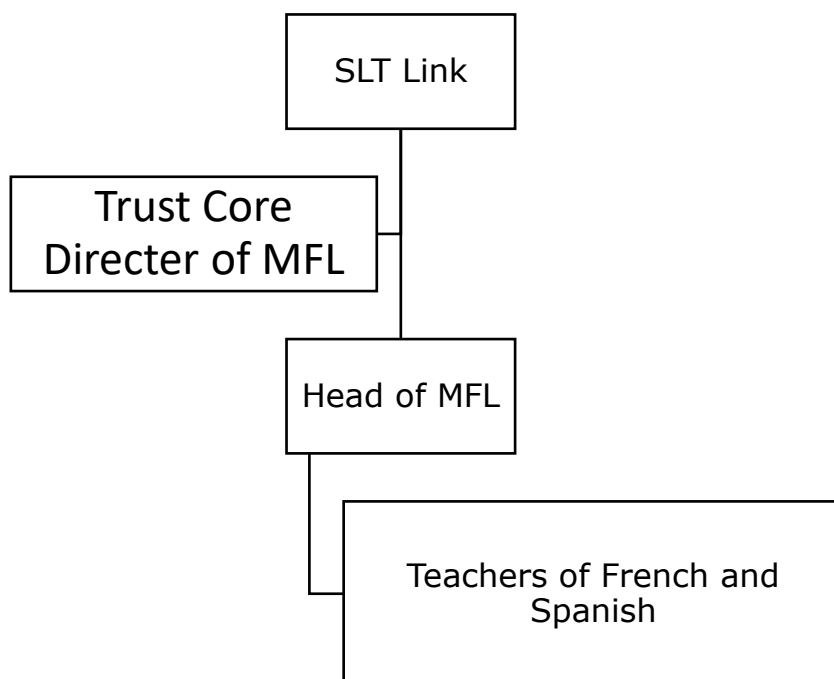
Expertise in Role Required (At selection - Level 1)	Essential or Desirable
<ul style="list-style-type: none"> • Qualified Teacher Status • Degree or equivalent • Evidence of continuing professional development and a willingness to undertake further development as appropriate • Evidence of being an excellent classroom practitioner, capable of inspiring pupils and forming good relationships with colleagues • Experience of leading a department/whole school strategy • Ability to inspire and motivate pupils • Able to analyse data with a view to developing strategies to improve performance • Ability to monitor and evaluate impact of interventions and strategies • Detailed knowledge of current developments in subject area for all levels • Knowledge of innovating teaching and learning strategies • Successful experience or the ability to teach French at GCSE • Successful experience or the ability to teach Spanish at GCSE • Highly competent in ICT and the use of computers • Excellent communication skills • Excellent behaviour management skills • Commitment to the safeguarding of young people • A willingness to be fully involved in the wider life of Royds Hall, including extra-curricular activities. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>
Other (Physical, mobility, local conditions)	
<ul style="list-style-type: none"> • Is willing to work flexibly within scope of overall hours, e.g. evening meetings. 	Essential

Expertise in Role - After initial and advanced development

- Evidence of monitoring and evaluating interventions and strategies
- Evidence of data analysis and strategies used to improve performance

- Evidence of on-going continuing professional development.

Structure



Signatures

Approved by : CEO

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Approved by : Post Holder/or Representative
