Lead Practitioner - MFL

The Leigh Academy

More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 31 academies across Kent, Medway and South-East London.

LEIGH
Academies Trust

Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive
Leigh Academies Trust

Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2021, our Trust comprises 31 geographically organised academies (15 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 2,500 talented staff. The Trust is establishing four 'clusters' of academies: North West Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our Vision 2025 document available on our website.

Leigh Academies Trust is ambitious about the progress and development of teaching and learning within its schools. Our mission is to create an outstanding organisation that inspires learners with excellence in academic achievement and personal development.

We are seeking to appoint an outstanding MFL practitioner with a proven track record of teaching excellence to join our expanding Academy Improvement Team and become our next Lead Practitioner of MFL. You will help to inspire our committed and supportive team across the academy, modelling and leading the improvement of teaching skills to raise student achievement to all groups and to narrow any gaps in attainment.

Your focus will be raising attainment in MFL by working with other teachers and leaders across the organisation. You will be expected to support colleagues to deliver their timetable to the very highest standards and be open-minded to step in and support when necessary. This is a unique, exciting opportunity for career development.

Achievement for all students regardless of background is our key objective. We offer stimulating learning environments where effective teaching and learning are underpinned by high-quality interpersonal relationships. If you are ambitious for yourself and the learners you serve, then you are the person we need.

Julia Collins

BA (Hons) PGCE NPQH

Principal
The Leigh Academy

The Leigh Academy

The Leigh Academy Dartford offers excellent learning opportunities to all of our students from Year 7 to Year 13. We are the founding academy of The Leigh Academies Trust. We are an accredited International Baccalaureate World School following the IB Middle years Programme at Key stage 3 and offering the International Baccalaureate Career- related Programme in Post 16, as well as a range of A Level and BTEC qualifications. Our model of education enables all students to reach their full potential. Students thrive here as we strive for excellence in all that we do by 'Opening Minds to Success'.

We are a successful and inclusive academy and we take pride in being the first school in the UK to have been awarded the Healthy Minds kitemark, in recognition of successful development and delivery of the Healthy Minds programme, an integral part of the RHSE curriculum demonstrating our commitment to the personal development of students. We have also gained national recognition through Challenge Partners for our RSHE curriculum as an Area of Excellence. Every child receives a Chromebook, as part of our embedded digital strategy which ensures students are prepared for life in the digital age. We have a culture of high aspiration and students develop with us the skills and outcomes to lead healthy, happy and successful lives.

Our dedicated staff are the most important factor in transforming lives and delivering the best outcomes for every student. Every colleague has access to a wide range of professional development opportunities, tailored to the individual depending on aspirations and key areas of interest.

We are looking to appoint a Lead Practitioner for MFL. The successful post holder will not only lead the MFL team in all aspects of 'Quality of Education', but also take on a whole academy strategic responsibility, which will be discussed at interview and will be dependent on the successful candidate's experience and interests. There is ample opportunity to work collaboratively with other academies and senior leaders within the Trust, as well as share resources that will ultimately benefit our students and the community that we serve.

We look forward to hearing from you.

1 Vacancy

We are looking for a Lead Practitioner - MFL for September 2022, and warmly welcome applications from experienced teachers who are passionate about MFL and are dedicated to enabling students to make excellent progress.

Our Year 7 students start their linguistic journey by learning French, and half the cohort of 240 students will move on to learning both French and Spanish in Year 8. These dual linguists will then pick up one of these two languages to continue their study into Year 9 and onto GCSE. The single linguists will continue with their study of French through Year 9. We strongly encourage students to choose to take a MFL into Key Stage 4 and would welcome the successful applicants experience in promoting the uptake of languages to Key Stage 4 and Key Stage 5

As the Lead Practitioner for MFL, you will work in a small team of teachers supporting the Subject Leader for MFL. The department continues to successfully train and develop ECTs as a means of investing in the future of the department. This is a fantastic role where you will have a direct impact on the quality of education and outcomes for the MFL department and be part of the Teaching and Learning team across the academy.

We are looking to raise the profile of MFL in the school and thereby increase the percentage of students taking an additional language - you will be a key player in driving this forward. You will also share your expertise in exemplary teaching to others across different subject teams.

As an IB World School, the development of languages and the promotion of International-mindedness undermines all that we do and we would welcome applications from experienced teachers and leaders of MFL who share these values.

For our successful candidate, being a member of staff at The Leigh Academy and the wider Trust means you'll receive access to a great range of employment benefits from day one. Click here to view the current benefits package, and be mindful that the list is always growing.

Position	Lead Practitioner - MFL
Location	The Leigh Academy
Responsible to	Head of College (Vice Principal)
Basis	Permanent, Full-Time
Commencement	September 2022
Salary	Leadership scale commensurate with experience

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates may be keen to visit the academy before making a formal application, you can arrange this by contacting Stacey Thomas (Office Manager and PA) - stacey.thomas@leighacademy.org.uk. Visits will be offered in March/April 2022 and will be hosted by a member of the Senior Leadership Team. Social distancing and other Covid-secure safety measures will be observed at all times following latest government guidelines. Please ensure you offer Stacey a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the academy.

Candidates wishing to have an initial conversation with the SLT about this role can also arrange for a telephone call. Those wishing to do so should also contact Stacey Thomas (as above) in the first instance.

To submit an application in full, please do so online via the following link;

Lead Practitioner - MFL (The Leigh Academy) - Online Application

If you have any queries on any aspect of the application process or need additional information please contact Holly Neve (Recruitment Coordinator) on 01634 412 263 or holly.neve@latrust.org.uk.

The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Closing date for applications	Monday 25th April 2022
Interviews and assessment activities	Tuesday 3rd May 2022

2 Job Profile

Role: Lead Practitioner - MFL - The Leigh Academy
Reporting to: Head of College (Vice Principal)

Core Purpose

- To raise standards and develop teaching and learning in French and Spanish across the Academy.
- To ensure that the aims of the Academy are effectively translated into high quality classroom practice both within the subject and in general across the Academy.
- To assist in developing, implementing, monitoring and evaluating:

1. Teaching and learning
2. Curriculum planning
3. Continuing professional development
4. Team building

- To promote and ensure positive pupil approaches to learning through:

1. High expectations
2. Exceptional teaching
3. A stimulating learning environment
4. An emphasis on learning
5. Development of co-curricular opportunities

- To be a key leader in establishing systems and procedures to develop teaching and learning.
- To consistently deliver high quality lessons, promote proven strategies, and support colleagues - both on a 1-2-1 basis and in groups - to develop pedagogy and practice in order to improve the quality of learning and teaching with the specific aim of securing outstanding teaching and student outcomes.
- To work with the Director of Learning for MFL on all aspects above and to respond to Academy priorities within MFL as directed by the senior leader responsible for MFL.
- To work with the Director of Learning for MFL to devise action plans in order to close achievement gaps and ensure that these are being implemented appropriately.
- To work with and report to the Vice Principal for teaching and learning to monitor, evaluate and review the quality of education across the academy. You will support planning and delivering the whole school CPD to improve teaching and learning.

Key Areas of Responsibility

Staff

- To oversee the professional development of staff in MFL across the Academy and provide advice on appropriate INSET.
- Ensure that staff are kept well-informed of recent developments in MFL.
- Observe the teaching of MFL teachers, give constructive feedback and monitor this to ensure that it leads to improved standards in the classroom.
- Allocate responsibilities and duties so as to ensure continuing professional development.
- Design, implement and evaluate an in-house, blended approach to teachers learning through strategies such as coaching, in-class training and 1-2-1 mentoring sessions.

Curriculum

- To support the Director of Learning for MFL in developing and reviewing the MFL curriculum and schemes of work at KS3, KS4 and KS5.
- Coordinate preparation, delivery and evaluation of schemes of work for the Academy in accordance with the National Curriculum requirements; with a particular focus on challenge, pace, high order questioning and thinking skills, as well as writing and speaking opportunities to facilitate students accessing the highest grades at KS3, KS4 and KS5.
- Provide leadership and guidance on production of learning resources.
- Monitor and evaluate to ensure that there is a consistency in terms of learning experiences for students within each of the small schools in accordance with the Academy policy and the Academy's criteria for effective teaching and learning.
- Provide guidance on exam specifications and delivery time frames, and additional related qualifications that could be included in the curriculum offered at the Academy.
- Lead and encourage critical professional dialogue within the MFL department.
- To liaise with agencies outside the Academy to enrich and broaden the curriculum.

Assessment

- To issue guidance in order to develop rigour and accuracy in grading at KS3, KS4 and KS5 across the Academy. To ensure that there are appropriately regular opportunities for students' work to be accurately graded throughout each half term.

1. Identify and implement strategies for raising standards at all key stages in line with the latest accountability measures.
2. To develop assessment for learning with MFL staff across the Academy in line with Academy policy.
3. To ensure that there are appropriate and accessible graded examples of students' work from across the Academy to be used for the purposes of moderation, training, and as evidence of standards in your subject area.

Communication

- To provide subject specific information to the senior leader responsible for MFL whenever required.

Resources and The Learning Environment

- To ensure that the learning environment is well-ordered, safe and stimulating, leading by example to encourage a high standard of display work in classrooms and communal areas with a clear emphasis on celebrating success, sharing achievements and the importance of both literacy and numeracy.
- To advise on the purchase of appropriate and stimulating resources and ensure that these are used.
- Ensure that MFL staff across the Academy make full use of the range resources at their disposal in particular the use of chromebooks.

‘We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.’

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it’s essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member’s responsibility to be aware of the most up to date guidance documented in the Keeping Children Safe in Education document (Department of Education).

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

3 Person Specification

We seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

- Degree in relevant subject.
- Qualified Teacher Status.
- Successful classroom practitioner with experience in co-educational comprehensive schools.
- Evidence of commitment to extra-curricular and enrichment provision.
- Detailed knowledge of the national curriculum in the relevant area.
- Proven track record of successful strategies for raising achievement and sharing good practice.
- Evidence of enabling students to work to the highest standards.
- Good administrative skills.
- Successful experience of team working.
- Evidence of leadership skills and experience.
- Good record of health and punctuality.
- Commitment to Equal Opportunities.
- Desire and capacity for further promotion.
- The postholder should have the ability to form and maintain appropriate relationships and personal boundaries with children and young people, in safeguarding and promoting their welfare.

4 Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.

The Leigh Academy
'Opening Minds to
Success'

5 An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 31 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do' attitude towards continuous improvement and innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

Our Mission: Shaping Lives, Transforming Communities

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