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**Vacancy: Spanish Teacher**

**Applicant Information Pack**

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# Welcome

Thank you for your interest in the currently advertised position of Spanish Teacher at North Huddersfield Trust School.

The school opened in 2011 and has more than doubled in size.  We currently have 845 students on role including an oversubscribed intake of over 210 in Year 7. Judged as ‘good’ during the most recent Ofsted inspection and with a level of pastoral care recognised to be excellent, there is a confidence in the effectiveness of approach and the impact made across all areas.  A values focused ethos has been firmly established; this is reflected in the extremely strong relationships that are evident across the school.

As Headteacher since May 2019, I am in the privileged position of leading the school in its quest to provide a safe and happy environment in which our students thrive.  Recruiting staff with the potential to make a significant contribution to this is crucial. You will join an extremely well led department that, in order to deliver French, has recently been expanded - all KS3 students study two languages in each year – thus playing an important role in developing and delivering excellent standards of teaching and learning across our school and in raising aspirations to achieve.

You will undoubtedly conduct research on our school and will see that the historic KS4 outcomes are well below aspirations; we were confident of an improvement in the most recent set of results but, as you will be aware, circumstances beyond our control mean that these are not published as key performance indicators.  I’m pleased to confirm that last year's Year 11 students gained access to their desired post-16 destinations with 98.6% successfully enrolled in education or training which includes a significantly higher percentage accessing 'A' Levels.  We are at an extremely exciting phase of our development with a largely new senior leadership team and strong middle leadership which includes staff who are new to post.  Alongside a broad and balanced taught curriculum, we are in the process of implementing a bespoke leadership and achievement programme for each of our year groups; learning at NHTS is not just about aspiring to academic excellence, it is focused on developing a wider provision that meets our long term mission in creating engaged, critical and resilient learners equipped to become the people who define, shape and transform society.

Please take the time to read the contents of this pack carefully and to look at our website, which provides lots of information about the school, its values, links and identity. You may also want to look at our social media which captures some of the innovative ways in which we are engaging students during the current period where the majority are learning at home.

I hope that, having read through all the available information, you are keen to submit an application and look forward to receiving it.

Thank you again for your interest in the position and, should you choose to make an application, I wish you the best of luck.

Andrew Fell

Headteacher

# Vacancy Details

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| **Teacher of Spanish** |
| **MPS/UPS: £25,714 - £41,604** |
| **Closing date: 2 February 2021 – 9am** |
| **Start Date: September 2021** |

North Huddersfield Trust School is recognised by Ofsted as a 'Good' school which is outstanding in its work around students' personal development, well-being, safety and security. We continually drive forward standards and are passionate about maximising the potential in all. Our caring and nurturing approach to education within and beyond the classroom contributes to what makes our school a special place both to work and to learn.

We are seeking to appoint a Teacher of Spanish, starting September 2021. Applications from NQTs are welcome.

The successful candidate will be able to inspire and enthuse students through excellent, creative and innovative teaching and have the ability to:

• plan, prepare and deliver high quality, differentiated lessons with pace and challenge

• build and maintain positive relationships with students, parents and staff

• work on their own initiative and as part of a team

• contribute to extra-curricular

Given the current status of schools in dealing with the Covid-19 pandemic, we are unable to accommodate any pre-application visits. If you would like to arrange an informal discussion of the role, please contact Mrs Nora Brown, Operations Manager, at [nbrown@nhtschool.co.uk](mailto:nbrown@nhtschool.co.uk).

If you wish to apply for this post, please apply through the TES Website [www.tes.com](http://www.tes.com) or North Huddersfield Trust School website [www.nhtschool.co.uk](http://www.nhtschool.co.uk). If applying through the school’s website, applications should be returned to Nora Brown [nbrown@nhtschool.co.uk](mailto:nbrown@nhtschool.co.uk)

**We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All staff are subject to an enhanced DBS check. A conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.**

**Job Description**

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| **Role** | Spanish |
| **Grade (SCP)** | MPS/UPS |
| **Weekly hours** | Full time |

**Role Summary**

Under the direction of the Head of Department, develop and deliver the national curriculum in the subject area. To shape the vision for the department and to promote a love of the subject across the school. To be accountable for quality student learning and the expected standards of student attainment and achievement with the department through a systematic focus on high quality and innovative teaching.

**Key Responsibilities:**

1. Teaching and Learning
2. Personal Development
3. General

**Duties**

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| **Key accountabilities** | **Key tasks** |
| Teaching and Learning | * Fulfil the professional responsibilities of teacher standards * Work within the boundaries of school policy, including appropriate consideration of school budget and resources * Contribute to the design and delivery of departmental and whole school development plans * Responsible for the learning and achievement of all students in allocated classes, ensuring an inclusive and differentiated approach * Responsible and accountable for achieving at least good outcomes for all students * Create and maintain a vibrant and positive learning environment where students can thrive * Responsible for continually driving standards to ensure that all students have the opportunity to maximise their potential * Adhere to deadlines for all assessment, reporting and other aspects of school life as agreed or directed * Set an excellent example to students of good behaviour, professionalism and respect * Consistently uphold the school’s behaviour policy * Build and maintain positive working relationships with stakeholders, including colleagues, students and parents, ensuring that communication is timely and accurate and in line with the school’s ethos |
| Personal development | * Develop self and others through the participation in the school’s continual professional development programme * Continual development of teaching skills, seeking and / or embracing new and creative techniques and technologies * Contribute to the school’s extra-curricular and / or transition programmes * Develop leadership skills through the occasional supervision of classroom support colleagues |
| General | * Undertake the role of Form Tutor and fully participate in the work of the Year Team * Always uphold the school’s PRIDE agenda * Adhere to strict standards of confidentiality * Ensure compliance with data protection, equal opportunities, health and safety and safeguarding regulations, policies and guidance |

This job description is not necessarily a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder. Additional duties may be requested from time to time which are commensurate with the post.

We are committed to safeguarding and promoting the welfare of children and young people and all post-holders are expected to share this commitment.

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| **Reports to:** | Head of Department |
| **Responsible for:** | - |

**Person Specification**

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|  | **ESSENTIAL** | **DESIRABLE** |
| Education / training | * Degree and Qualified teacher status (or working towards), with direct experience in the subject area |  |
| Experience | * Experience of working with students aged 11-16 * Teaching all ability ranges | * Experience of teaching to GCSE level * Contributions to wider school life |
| Specialist knowledge / skills | * National Curriculum at key stages 3 and 4 * Excellent level of specialist subject knowledge, including an awareness of current updates and issues * Highly effective teaching and learning styles * Monitoring, assessment, recording and reporting of student progress * Excellent classroom leadership and management skills | * Familiarity with data collection and analysis |
| Personal skills | * Professional, well organised and well presented * Ability to build strong and positive working relationships with adults and children * Outstanding communication skills * Professional resilience * A sensitive and diplomatic approach * A willingness to embrace and enrich school life |  |
| General | * Excellent understanding of safeguarding guidance | * A good understanding of school policies |

The interview panel will assess each candidate against the above criteria, expecting candidates to demonstrate knowledge and understanding of each area and showing evidence of having applied, or an awareness of how to apply, this knowledge and understanding in the context of our school.

References will also be used to assess the ability of candidates against these criteria.

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