



**Information Pack**  
**Subject Lead**  
**Modern Foreign Languages**  
**(French Lead)**  
**Oasis Academy Silvertown**



**November 2024**

Dear Applicant

Thank you for your enquiry regarding the position of **Subject Lead Modern Foreign Languages (French)**, Oasis Academy Silvertown, London.

Oasis Academy Silvertown is a successful secondary academy in the Royal Docks area of East London. Oasis Silvertown received its most recent Ofsted Inspection in September 2022. We were delighted to be awarded “good” recognising the “high expectations” we have of our students, as well as our “ambitious curriculum” and “strong culture of safeguarding”.

Oasis Academy Silvertown was planned and founded by the West Silvertown community who dreamed of having a local school which ensured both academic excellence as well as nurturing care for local children. After many years of discussions, plans and applications to the Department for Education, the academy opened in September 2014 in portacabins and finally moved into its permanent home in September 2022.

Our academy vision is to ensure that all of our students become ‘Ready for University, Ready to Lead’. We have held tightly to the original dreams that the community had for our school, creating an environment where we have high academic aspirations for every student as well as ensuring we support and develop each child into growing and developing as a leader. Our small size means that every child is known by our staff and that we have a strong community feel where children want to learn and to behave well.

The academy has been through considerable change in the past year and is now in a new phase of growth focused on sustainable excellence, strong relationships and being deeply rooted in the local community. As the academy moves towards full student capacity (600 students, September 2026) we are in our final period of expansion. We are seeking an exceptional leader who is looking for an opportunity to:

- Work with a new, passionate, dedicated and supportive team
- Be a part of an innovative team developing a small and growing academy
- Work in a values-led organisation, focused on pursuing social justice
- Serve a diverse and aspirational community
- Be supported by a strong, national MAT with shared resources, subject networks and CPD
- Work in an academy that values its staff with smart policies that consider carefully how teachers can best use their time
- Start late one day per week and benefit from additional INSET days - high investment in staff development

This is an exciting opportunity to become part of a high performing team who believe in committing to strong relationships and striving for the best outcomes for the young people of Silvertown.

If you would like to apply, please complete the Application Form (CVs are not accepted). Please ensure you provide the name, address and status of two referees, one of whom should be your current Line Manager. Candidates should be aware we will seek references on shortlisted candidates and



may approach previous employers for information to verify particular experience or qualifications before interview.

If you would like to know more about OAS, please see our website <http://www.oasisacademysilvertown.org> and [Instagram](#). For a confidential conversation with the Principal regarding the role, please contact Zaynab Kadir PA to Principal & Senior Leadership Administrator by email to arrange a time: [zaynab.kadir@oasissilvertown.org](mailto:zaynab.kadir@oasissilvertown.org)

***We are particularly interested in applications from underrepresented groups.  
We do reserve the right to close this advertisement early if we receive suitable applications.***

Completed forms should be returned to Zaynab Kadir, PA to Principal & Senior Leadership Administrator. Email: [zaynab.kadir@oasissilvertown.org](mailto:zaynab.kadir@oasissilvertown.org)

I wish you well and thank you once again for your interest in the role.

Yours sincerely,

A handwritten signature in black ink, appearing to read "E. Boxer".

**Emily Boxer**  
**Principal**

# Job Description

<b>POST:</b>	Subject Lead Modern Foreign Languages (French)
<b>RESPONSIBLE TO:</b>	Principal, under the day to day management and leadership of a member of the Academy Leadership Team
<b>RESPONSIBLE FOR:</b>	Teaching and support staff within the learning area – MFL
<b>SALARY:</b>	MPS 1-6 (U1-3 as appropriate) + TLR 2A, Inner London
<b>LOCATION:</b>	Oasis Academy Silvertown
<b>WORKING PATTERN:</b>	Full-time and as described in the School Teachers' Pay and Conditions Document
<b>DISCLOSURE LEVEL:</b>	Enhanced
<b>JOB PURPOSE:</b>	To ensure high quality curriculum provision and effective teaching and learning within the relevant curriculum area. The role includes responsibility for the assessment of students' needs, group and individual programme planning, curriculum delivery, progress monitoring, recording, evaluation and reporting as well as contributing generally to meeting the aims and ethos of the Academy. In addition to carrying out the professional duties of a qualified teacher in accordance with the current DFE Academy Teachers' Pay and Conditions document, the post holder, in consultation with their line manager and the Principal shall take responsibility for:

## SPECIFIC RESPONSIBILITIES:

### **A Strategic Direction and Development of Curriculum Area**

- Demonstrating an active contribution to establishing and maintaining policies, practices and aspirations of the Academy which promote high achievement through effective teaching and learning
- Leading discussions about curriculum development and ensuring that the leadership team are well informed about plans, priorities and effective strategies in the curriculum area
- Creating an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Using data effectively to monitor and evaluate student progress; planning and implementing effective intervention to support all students to achieve highly

- Analysing national, local and Academy data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Principal/Academy Council on progress and plans
- Contributing to the Academy Improvement Plan and establishing an effective subject Improvement Planning Cycle to meet Academy strategic priorities
- Support the Academy's ethos to 'think global, act local' in developing and sustaining strong and effective business links and partnerships at local, national and international levels which enrich curriculum provision and enhance learning through developing links with OCL and other agencies

## **B Teaching and Learning**

- Ensuring appropriate, challenging and differentiated programmes of Study and Schemes of Work are in place for the French teaching groups and community language qualifications
- Securing and sustaining effective teaching of French through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the Academy's self-review cycle through drop ins, coaching, feedback to teaching staff, work sampling, student interviews and written reports to the Principal and Leadership Team as necessary
- Ensuring teaching and learning objectives are clear to all members of the curriculum team
- Ensuring effective development of students' literacy, numeracy and ICT skills within the subject
- Ensuring coverage of all curriculum requirements and that IEP targets are systematically addressed and met
- Developing the curriculum to meet the needs of all students; introducing, planning and implementing new courses of study to meet 14-19 curriculum initiatives and KS3 developments
- Assess, record and report the progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving

## **C Leading and Managing the Staff who teach in the Curriculum Area**

- Line managing all members of the Curriculum team and providing effective support, challenge, information and professional development for all staff within the subject area as necessary
- Establishing clear expectations and high standards of professionalism and collaboration across the subject
- Taking an active role as a line manager to develop the professional effectiveness of colleagues
- Providing structured support and assessment for ECT and ITE trainees to enable them to meet the relevant professional standards
- Working in collaboration with the relevant teams to ensure that Individual Education Plans and Pastoral Support Plans are used to set subject specific targets, as required
- Providing a role model for students and other staff through consistent professional conduct

## **D Efficient and Effective Deployment of Staff and Resources within the Curriculum Area**

- Creating and maintaining learning resources, displays and appropriate use of ICT

- Using appropriate resources, in consultation with the Principal, for effective, efficient and safe teaching and learning within the subject area; accommodation, staff, time, courses, development opportunities, ICT equipment
- Creating an effective and stimulating learning environment for teaching and learning
- Deploying accommodation to effectively meet the teaching and learning needs of the subject
- Deploying and managing staff, establishing clear expectations and professional working relationships and giving clear guidance on strategies for raising achievement
- Contributing to the selection for appointment of teachers and support staff and the induction and assessment of new staff in the curriculum area
- Involving staff in planning, recording and running activities, giving guidance and support as required
- Ensuring a safe working and learning environment through application of appropriate risk assessments

## **E Safeguarding Children**

- Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

## **OTHER:**

## **F Teaching Commitment**

- The post holder will be expected to teach in line with the Academy's generic teacher's job specification (available on request). Designated non-contact time for leadership and management responsibilities will be made available

## **G Other Duties**

- The post holder will be subject to performance objectives agreed annually
- All teachers take an active role in the Academy's care and guidance of students and the post holder will be expected to fulfil the role of form tutor
- The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The postholder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees' contractors and community members.

**The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.**

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

## Person Specification

### Our Purpose

Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

### Oasis Community Learning Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• A degree in relevant or related subject</li> </ul>	<ul style="list-style-type: none"> <li>• Masters Degree</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• Evidence of a commitment to own professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Recent relevant in-service training in the relation to teaching languages and/or management and leadership</li> </ul>

<b>Experience</b>	<ul style="list-style-type: none"> <li>• A keen interest in developing the teaching of the subject</li> <li>• Evidence of high achievement in teaching across the Key Stages</li> <li>• The development of Schemes of Work across the Key Stages</li> <li>• Working effectively as a Form Tutor</li> <li>• Effective use of Assessment for Learning to engage students as partners in their learning</li> </ul>	<ul style="list-style-type: none"> <li>• Professional development/mentoring of colleagues</li> <li>• Experience of leading a development within a team</li> <li>• Development of partnerships with other schools, business and the community</li> </ul>
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	<b>Essential</b>	<b>Desirable</b>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of assessment and attainment best practice in the teaching of languages</li> <li>• Knowledge of curriculum and pedagogy research and principles for best practice in the teaching of languages</li> <li>• Knowledge of strategies to promote good student relationships and high attainment in an inclusive environment</li> <li>• Vision for the value of learning languages for all students and for the teaching of French</li> <li>• Secure knowledge of Programmes of Study for the subject at KS3 and KS4</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of education within a Multicultural/Multi-faith city</li> <li>• An understanding of KS2 projects in the subject area</li> </ul>



<p style="text-align: center;"><b>Skills</b></p>	<ul style="list-style-type: none"> <li>• An enthusiastic and effective leader and manager</li> <li>• Ability to use and promote a wide range of teaching methodologies</li> <li>• Excellent communication and presentation skills</li> <li>• Competent user of ICT</li> <li>• Competent co-ordinator and motivator</li> <li>• Ability to plan and resource effective interventions to meet curricular objectives</li> <li>• Ability to assess the performance of others and respond appropriately</li> <li>• Ability to form and promote positive relationships with staff, students, parents, the local community and outside agencies</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to coach, mentor and deliver training to staff</li> </ul>
<p style="text-align: center;"><b>Commitments</b></p>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people.</li> </ul>	
	<p style="text-align: center;"><b>Essential</b></p>	<p style="text-align: center;"><b>Desirable</b></p>

	<ul style="list-style-type: none"><li>• Willingness to undergo appropriate checks, including enhanced DBS checks.</li><li>• Motivation to work with children and young people</li><li>• Active participation in Academy developments</li><li>• To leading extra-curricular activities/ educational visits/out-of-hours learning</li><li>• To innovative curriculum development and partnership with other schools and the wider community including business and industry links</li><li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.</li></ul>	
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