



# Teacher of French

All Saints Academy, Plymouth  
Closing Date: 3rd May 2024 at 9am

## Recruitment Pack



## Location

All Saints Academy is located in Honicknowle, towards the West of Plymouth and just off the A38. It is 10 minutes away from Cornwall, 20 minutes from Dartmoor and a close drive to the South Hams' beaches. Plymouth has a great trainline, good public transport and great home ownership opportunities.



## Key Details

Job Title:	Teacher of French
Job Type:	Full Time, Permanent
Location:	All Saints Academy
Salary:	MPS
Required From:	September 2024
Closing Date:	3rd May 2024 at 9am



## How to apply

Please use the application [form](#) available on the Trust/ All Saints website and email it to: [vacancies@asap.org.uk](mailto:vacancies@asap.org.uk)

This job advert may close early if sufficient applications are received. Please apply for this job as soon as you can, if you are interested



# All Saints Academy

Our mission is to deliver transformational education and provide experiences that enable the entire community to flourish.

## Welcome to All Saints Academy, Plymouth

This is an exciting time to be part of All Saints Academy, Plymouth. Recently, we have secured the school's first ever Ofsted 'Good' judgement, attracted record numbers of primary applications, and continue to improve our results year on year. We have also been recognised as having one of the highest staff satisfaction levels across our Trust.

Our school is part of the Ted Wragg Trust, an ambitious and inclusive Trust of schools whose mission is to transform lives and strengthen our communities to make the world a better place. As an employee, you will get to enjoy all the benefits of working in a smaller school, whilst also benefitting from the experience and resourcing of a much larger network.

The academy values – Love, Legacy, Bravery – align fully with the Trust's commitment to ensure all pupils thrive regardless of social-economic background. We ask all our staff to be committed to the idea of social justice and help make All Saints a beacon for education across the South West and Beyond.

The trust is committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity.

All Saints Academy is part of the Ted Wragg Multi Academy Trust, a values driven, rapidly growing 2 – 18 Trust with a relentless focus on transforming lives through learning by delivering outstanding outcomes for every student, regardless of background. Our priority is to ensure that our pupils, regardless of social-economical background can learn, thrive and be successful. With a reputation for highly successful school improvement in very challenging circumstances, we are passionate about driving up standards and raising the aspirations of all our students.



I am very proud to be Headteacher of All Saints Academy, Plymouth which is a very special place to work. I am looking for an exceptional person for this post and as you read through this information pack, if you wish to find out more, please get in touch. Thank you for taking the time to consider this post and if it is right for you, I look forward to receiving your application.

Scott Simpson-Horne  
Headteacher



**If you share our commitment to social justice and believe all children deserve an excellent education, we would love to hear from you.**

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and operate in accordance with the Safeguarding and Child Protection Policy. All applicants will be subject to a full Disclosure and Barring Service check before an appointment is confirmed. This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.



# Job Description



Job Title:	Teacher of French
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Location:	All Saints Academy
Salary :	MPS
Required From:	September 2024
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## Key Purpose of Job

- Teach French up to key stage 4
- Engage with co-planning, coaching and Trust curriculum events

## Job Description

### 1. Set high expectations which inspire, motivate and challenge students

- Establish a safe and stimulating environment for students, rooted in mutual respect
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

### 2. Promote good progress and outcomes by students

- Be accountable for students' attainment, progress and outcomes
- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- Guide students to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- Encourage students to take a responsible and conscientious attitude to their own work and study.

### 3. Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship

demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonic

#### 4. Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set home learning and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

#### 5. Adapt teaching to respond to the strengths and needs of all students

- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- Have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- Have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

#### 6. Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure students' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

## 7. Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

## 8. Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school
  - Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
  - Deploy support staff effectively
  - Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
  - Communicate effectively with parents with regard to students' achievements and well-being.
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# Person Specification

## Job requirements

Essential/  
Desirable

### Teaching, Qualifications and Experience

- Qualified Teachers Status
- Degree in that area or significant subject knowledge evidenced
- An excellent track record in improving educational outcome for students which you can evidence
- A willingness to go the 'extra mile', such as offering extra curricular clubs for students
- A proven track record of dealing effectively with student issues such as behaviour, academic progress and effective guidance
- Experience of working in more than one school

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Professional knowledge & understanding – applicants should be able to demonstrate a good knowledge and understanding of the following

- Monitoring and evaluation of pastoral matters, such as behaviour
- Understanding of leading a successful safeguarding culture
- Effective teaching and learning strategies
- Experience of supporting and developing staff
- Strategies for involving pupils and parents in achieving the best outcomes
- A strong understanding of statutory educational frameworks, including, Ofsted, Safeguarding, exclusions and special needs
- Understanding and commitment to the school's responsibility for safeguarding and promoting the welfare of children (knowledge of Keeping Children Safe in Education 23/24)
- Excellent communication and interpersonal skills
- Adaptability to change and new ideas
- Resilience and stamina when faced with complex situations
- Ability to prioritise, plan, organise well and work with others to achieve objectives
- Ability to relate to young people, colleagues and external partners
- Ability to accept constructive criticism and act on this to improve leadership abilities
- Innovative and creative in approach to raising achievement
- Ability to work independently and cope with a challenging workload

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#### Key to Evidence:

- A – Application Form & Letter
- C – Certificates
- I – Interview
- R – References





# Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust  
CEO, Moira Marder**



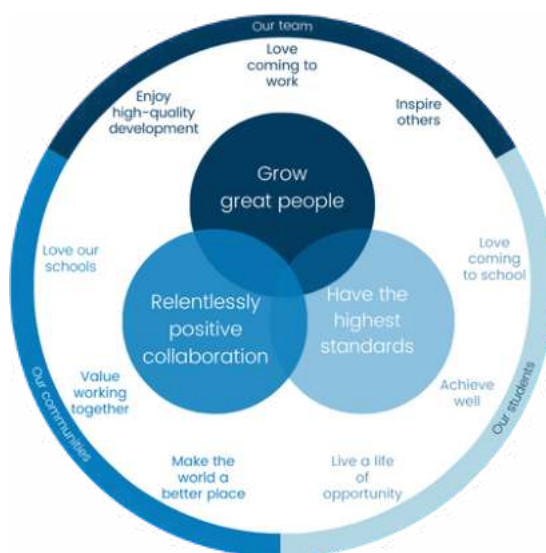
On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

We demonstrate our love through our values



How we will succeed





# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.

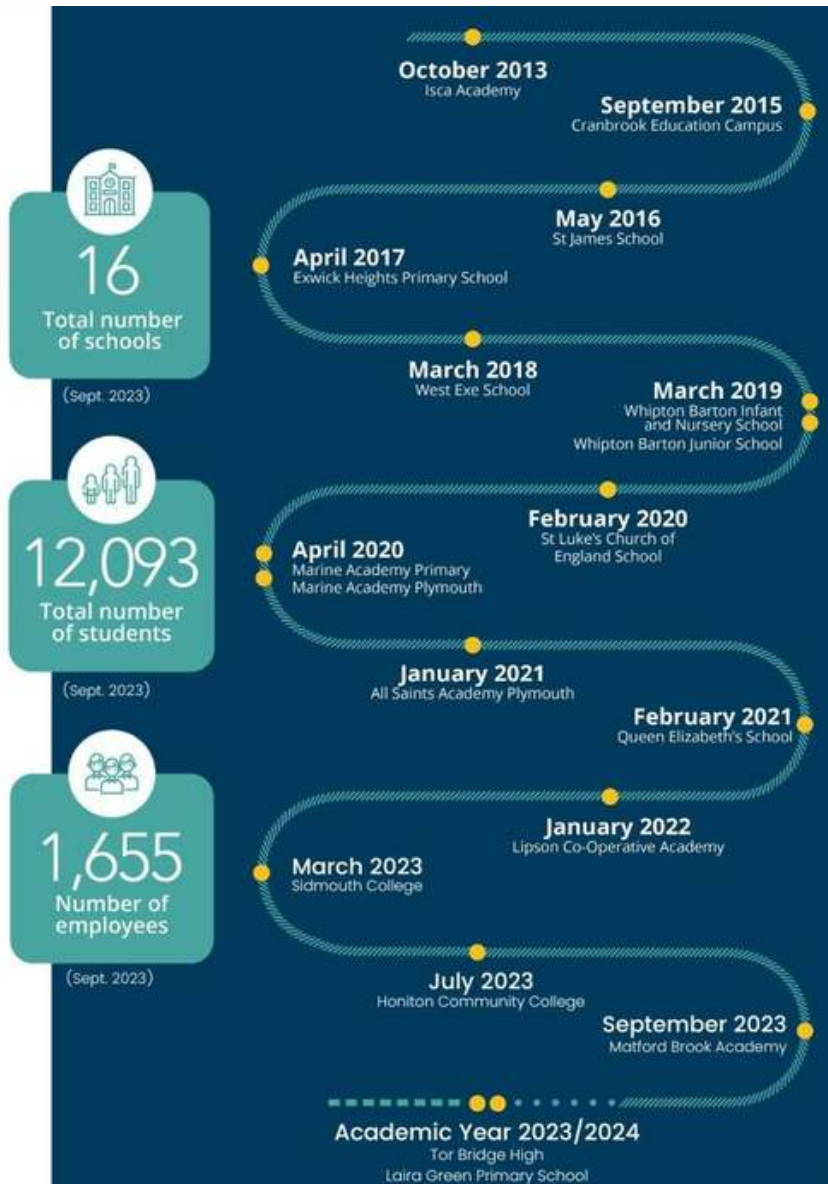


In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

# Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.





# Recruitment Pack

Thank you for your interest

[vacancies@asap.org.uk](mailto:vacancies@asap.org.uk)

Tel: 01752 705131

[www.tedwraggtrust.co.uk](http://www.tedwraggtrust.co.uk)

