

Aylestone School

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www.aylestone.hereford.sch.uk

Candidate Pack

Teacher of French

Full Time

MPS/UPS

Closing date:

12 noon Friday 15th October 2021

Interviews : w/c 18th October 2021

Head teacher's Welcome



Dear Candidate,

Thank you for taking the time to find out more about Aylestone School and expressing an interest in this position. This pack is intended to give you more information about this role and our school's vision and ethos. It is an exciting time at Aylestone School as we build upon the strengths identified in our most recent Ofsted report and now is the time for us to add capacity to our collaborative, resourceful and innovative teaching team.

Aylestone School is located in the picturesque Cathedral City of Hereford, adjacent to the Herefordshire Colleges' campus for Further Education, and 10 minutes walk from the City railway station.

Aylestone is a caring school. Students and staff members matter; consequently a happy and friendly atmosphere has been developed, combined with a sense of purpose and unity in striving to be the best that we can. We would thoroughly recommend any potential candidates visit the school to experience this for themselves; you will not be disappointed.

If you have the vision and passion to contribute to expanding our school, then we look forward to receiving your application.

Simon Robertson
Head teacher

"Leaders have successfully addressed many of the areas for improvement identified in the previous section 5 inspection" Ofsted 2021



About the School

Based on a beautiful site, Aylestone School is a mixed 11-16 comprehensive school federated with two of our feeder primary schools, Broadlands and Withington. All three schools are led by one Executive Head teacher.

Aylestone is a thriving, collaborative and caring school with high aspirations for all students. We pride ourselves on being able to offer something different in the city. We are a smaller school, but big enough to offer the breadth of choice and opportunities that other schools do. We know **all** our children and have a school ethos based on mutual respect. Put simply, we are a happy, caring school, small enough to know each student, but also big enough to offer extensive choice and opportunities .

Our core belief is that children are treated as individuals, with personalised targets and support, and a real voice in their own education. Our federation of schools is committed to providing excellence in education.

Our aim is for children to leave for the next stage of their education with the confidence and aptitude to make their own valuable contribution to their community, for staff to recognise their own contribution to this development of children and parents to genuinely be able to support their son or daughter's education. We believe that everyone should have the opportunity to develop a love of life-long learning and through a strong sense of team and community we can achieve excellence together.

We are immensely proud of all of our students and their achievements through their time with us. We place a strong emphasis on the holistic development of each child as a valued individual. We provide a positive, challenging and exciting learning environment in which children flourish. We pride ourselves on relationships in the school. Children & staff are welcoming & friendly. We offer a broad and balanced curriculum and are immensely proud of successes in many areas. Our extra-curricular offer is wide and varied and many students are involved in charitable work and community projects both within school and the wider community.

The School was inspected in January of 2018. The overall judgement was one of 'requires improvement' meaning that the school is not yet securely good under the new framework. The inspectors were pleased that the school had already identified the areas for improvement and were already working on them, but in some cases the impact seen was in its infancy. Since then we have received two very positive monitoring visits (May 2019 and July 2021).

The inspectors made many very positive comments, including:

- *"Expectations are high and leaders know the school well"*
- *"The school is calm and orderly throughout the day"*
- *"Leaders have successfully addressed many of the areas for improvement identified in the previous section 5 inspection"*
- *"Attendance, including that of disadvantaged pupils and those with SEND has improved"*
- *"Pupils are keen and eager to learn. At social times, pupils are courteous and polite"*

Safeguarding and the way in which we work to keep children safe has also been highlighted as a strength of the school. The school's work to keep pupils safe and secure is

About the Role

At Aylestone, languages are taught in the Communications Faculty by one full-time and two part-time members of staff and the Head of Faculty has overall responsibility for MFL, computer science and business studies, supported by a dedicated and hardworking team.

Modern Foreign Languages form a very special and unique part of the school curriculum. We offer French to all of our students across both Key Stages, differentiating according to their abilities and German as an additional language later on. We provide the language teaching at both of our federated primary schools and our united faculty vision is ***to develop an understanding of how language, business and computer science contribute to our students becoming well-educated and independent citizens in a rapidly changing and diverse world***.

Our aim is to enable students to develop a life-long love of language learning, linguistic skills and inter-cultural understanding across the federation. At Aylestone, the study of a foreign language increases pupils' knowledge, skills, understanding and appreciation of different cultures and people from other countries. It also encourages positive attitudes towards speakers of other languages, thus developing international citizenship and contributing to the core values of the school and the country. Languages require the use of different skills which can open many doors, both now and in the future. As well as learning a language, students increase in confidence, improve communication skills and learn to read and listen for both gist and detail, as well as working both individually and as part of a team. The invaluable communication skills and creativity developed through learning a foreign language will foster students' curiosity and deepen their understanding and appreciation of other cultures both in their own country, and when they travel to other countries around the world.

The languages team have a collaborative and creative approach to teaching and learning, embedded in daily practice and future planning for regular retrieval and recall. We provide engaging lessons and experiences where all students are given opportunities to develop their communication skills, creativity, thinking skills and the ability to reflect on and learn from their mistakes. We are always looking to create new opportunities for our students and we seek to make language learning useful, relevant and creative in today's society where culture and communication are so important. The languages team have high expectations of all students and the level of challenge is therefore set purposefully high and students are supported in a variety of personalised ways, dependent on their needs, to enable them to meet this challenge. Extra-curricular enrichment activities such as the very popular Paris trip provide students with the opportunity to put into practice what they have learnt in the classroom and to experience first-hand the benefits of learning another language and experiencing a different culture.

In short, Aylestone is a lovely school and a fantastic place to learn and work. This is a really exciting time to join the school, where the successful candidate can contribute to having a big impact and maintaining high standards across MFL.



"Pupils are keen and eager to learn. At social times, pupils are courteous and polite"

Ofsted 2021

Job Description



"Improvements are evident and many parents now choose this school again for their children"
OFSTED 2019

Job Title: Teacher of French

Responsible to: The Faculty Lead—Communications; Link SLT—Mr S Robertson

Main Purpose

- Carry out teaching duties as appropriate in accordance with the Federation's schemes of work
- To provide all students with a high quality learning programme, through which each individual is able to improve their own performance.
- To demonstrate a high level of expertise in the subject and an understanding of national requirements, as well as assessment criteria and procedures.
- To use baseline information to inform future practice.
- To manage resources effectively and to understand the need to balance subject specific needs with the needs of the whole Federation.

Main Duties and responsibilities

Teaching, setting and supervising work by students

- To teach a class, or classes, sets, groups or individual students, and to set tasks to be undertaken both at school and for homework.

Planning

- To plan and prepare courses, schemes of work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of the students in the class.
- To contribute to curriculum planning.

Marking and recording

- To mark and assess students' work and to record their development, progress and attainment, both at school and elsewhere.
- Set and mark homework assignments in accordance with the published homework timetable and any agreed departmental procedure.

Main Duties and responsibilities (continued)

Discipline and relationships

- To maintain good order, discipline and respect for others among students.
- To promote understanding of the school's rules and values.
- To safeguard health and safety.
- To develop relationships with and between students conducive to optimum learning.

Communication with parents

- To build and maintain co-operative relationships with parents, and to communicate with them on students' learning and progress, drawing attention to special skills and talents as well as to problems or difficulties.

The classroom

- To maintain an attractive and stimulating classroom environment, and to contribute to displays in the school as a whole

Overall policy and review

- To take part in whole-federation reviews of policy and aims.

Reports

- To provide or contribute to oral and written assessments, reports and references, both at the federation and elsewhere, relating to the development and learning of individual students and groups of students.

Review

- To evaluate and review own teaching methods, materials and schemes of work, and to make changes as appropriate.

Professional Development

- To keep up-to-date with current educational thinking and practice, both by study and by attendance at courses, workshops and meetings, and take part in appraisals and reviews.

Any other duties deemed necessary by the Head teacher

This Job Description covers the main duties and responsibilities of the job. Other activities commensurate with this Job Description may from time to time be undertaken by the Job Holder

PERSON SPECIFICATION FOR Teacher of French

Information for candidates: the person specification provides an outline of the experience, skills and abilities we expect the successful candidate to possess. You should match your own skills, experience and abilities to those listed below. Tell us in what way you have carried out the criteria asked for.

	Essential	Method of Assessment
Skills and Abilities	• Ability to teach to KS3 and GCSE. Willingness to teach primary French. • Commitment to improving student learning and raising achievement. • Enthusiasm to inspire in students a desire to learn and participate. • Ability to communicate clearly and persuasively. • Well developed inter-personal skills and flexible approaches in using them with staff, students, parents and the wider community. • Interest in innovation in the classroom including interactive whiteboard skills. • Experience and understanding of helping high and low achievers.	AF, I, SM, P
Qualifications and Training	• Appropriate teaching and academic qualifications, including degree and PGCE.	AF, I, SM, P
Experience	• Experience of teaching French across the full age and ability range of an 11-16 school, with proven success. • Experience of curriculum planning, assessment and moderation for French. • Experience of team work. • Proven record as a teacher whose students reach high standards of learning and achievement. • Able to enthuse, motivate and discipline students. • Experience in the use of ICT in the classroom with the skill to impart that expertise to others. • Successful track record of achieving school improvement in previous posts. • Evidence of continuing professional development (CPD). • Evidence of successfully introducing new ideas and leading educational innovation in current post.	AF, I, SM, P

	Essential	Method of Assessment
Knowledge	• Wide ranging knowledge of current developments in the National Curriculum and its assessment. • Very good knowledge of inclusive curriculum and pastoral approaches to school improvement. • Awareness of current syllabus development. • Specific knowledge of innovative educational approaches which make a difference to student outcomes. • Clear knowledge of the educational challenges facing Aylestone School and of how these will be best met.	AF, I, SM, P
Other Factors	• Enjoy working with children / young adults and the opportunities that this offers them. • Strong personal commitment to inclusive educational aims and policies. • Capacity to be a positive role model who will consistently promote high expectations amongst students and staff. • Strong personal commitment and drive to achieving improved outcomes for all students. • Pro-active and outward looking attitudes to the development of strong links with the wider community. • Willingness to reflect upon his / her experiences in a critical and constructive manner. • Fluency Duty - "The ability to converse at ease with members of the public and provide advice in accurate spoken English as relevant to the role is essential for this job." • Police clearance.	AF, I, SM, P Enhanced DBS Check

Governors are keen to continue to recruit teachers of integrity, with a passion for their subject, and excellent interpersonal skills, to join a group of committed and dedicated teachers.

Should you wish to visit the school or talk to key staff prior to application then we would welcome the opportunity to meet you and show you around our school. If you would like to arrange such a visit, then please call and ask for Mrs Becky Kastania PA to the Headteacher (01432 357371) to arrange this, or to discuss the post over the phone with Mr Nigel O'Neil, the Deputy Headteacher.

Application forms should be completed and returned along with a covering letter and your CV to admin@aylestone.hereford.sch.uk



"Pupils' behaviour during lessons and around the school is calm and orderly "

Ofsted 2019

The Governing Body are committed to safeguarding and promoting the welfare of children and young people and vulnerable adults. The successful candidate will be subject to an enhanced disclosure through the Disclosure and Barring Service and additional recruitment checks