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**Primary, Secondary & Sixth Form**

**“A SCHOOL FOR EVERYONE…” Ofsted 2020**

**French Teacher**

**Secondary and Primary Phase**

**Application Pack**

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**An Introduction to Washwood Heath Academy**

Dear Candidate

I am delighted that you are considering applying for the position of French teacher at Washwood Heath Academy. Washwood Heath Academy is a successful and popular All-through Academy with learners aged 4 – 18 years. It is a large academy with 1700 learners from a range of socio-economic and cultural backgrounds.

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**In March 2020, Washwood Heath Academy experienced its first Ofsted inspection as an All-through Academy and was graded ‘Good’ in all categories. Ofsted reported that *‘Leaders have a clear and ambitious view of what pupils should learn. They have reviewed the curriculum and made changes in short and longer term’.***

Since I became Headteacher in 2019, we have had a relentless focus on curriculum and teaching and learning. To support this focus, we have a strong CPD programme in place. In September 2019, Washwood Heath Academy embarked on its journey to develop and implement a knowledge-rich curriculum across all phases of the Academy. To date, we have embedded a knowledge-rich curriculum into Key Stage 3 and Key 4 subject areas and work is still very developmental in Primary and Key Stage 5. In addition, we have embedded Direct Instruction into Key Stage 3 and we are keen to introduce it into the Primary phase as a catch-up strategy. Staff at Washwood Heath Academy use research to help improve teaching and learning, curriculum and pastoral care.

To support teaching, we have a whole Academy behaviour policy that teachers consistently use. This means that behaviour in lessons is good and low-level disruption is rare. We want our teachers to focus on their pedagogy and practice, not managing disruptive behaviour. Our behaviour policy also promotes diversity and inclusion, and we are proud to be an Academy that stands against bullyingand discrimination. We are part of the Anti-Bullying Alliance and in November 2021 we were awarded the UNICEF Gold Rights Respecting Schools status.

Our pastoral system is at the heart of everything we do at Washwood, with pupils assigned to one of eight Houses within Academy – each with its own designated colour and name. The Heads of House work closely with their Guidance Managers and SLT links to support the development of pupils throughout the Academy. Pupils remain in the same house from Year 7 to Year 11 which helps foster and develop supportive relationships between the pastoral teams, the form tutors and the pupils. Houses really become a strong factor in the pupils’ identities at Washwood Heath Academy, each one building its own identity, led by the Head of House, and developing a close family feel within the larger overall Washwood family. In addition, we are in the early stages of introducing the House system to our Primary pupils too.

At Washwood Heath Academy, we believe in creating and sustaining a positive and uplifting culture for all of our children and we do this for each other as well.  We are a caring and nurturing environment, which aims to develop all of our core HEARTS values: Happiness, Excellence, Achievement, Respect, Resilience, Tolerance and Self-Belief.  We go above and beyond to ensure that everybody within our Academy community feels respected, challenged, supported and safe.  We believe in being: **Ready, Respectful and Safe** and we expect all visitors to our Academy to uphold our three rules.

We aim to equip our pupils with the right tools for them to achieve and we aim to provide them with the most effective environment that ignites curiosity and wonder throughout our pupils’ journey with us. We have been developing the links between our Primary and Secondary phases, with a particular focus on utilising the expertise of subject specialists in Secondary and the extensive facilities in the Academy. Primary pupils have access to music rooms, Science Labs, PE facilities, Drama studio, Art rooms and outside space – a real benefit to the all-through Academy.

We support our families in ensuring that they too, can provide the right environment for our children to learn effectively and to grow securely both emotionally and mentally. Together as one Academy,Washwood Heath Academy provides a safe and caring environment for our pupils led by highly effective staff whose main aim is to ensure a continuing ethos of resilience and respect in learning.

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Washwood Heath Academy really is *‘a school for everyone’* and a significant number of staff have remained at Washwood for many years because they enjoy being part of a family and working in a caring and supportive community that wants the best for all of its young people and staff.

Modern Foreign Languages

The MFL department plays a pivotal role in the success of Washwood Heath Academy. It is very highly regarded by parents and pupils alike. The Department’s clear and aspirational vision underpins all of the work that we do. Our curriculum has been designed to:

1. Enable pupils to express thoughts and ideas in an additional language

2. Inspire a curiosity for the wider world while providing pupils with the skills to explore it

3. Develop transferable skills, such as literacy, oracy, analysis and problem solving

The opportunities for Professional Development afforded to staff within the Department have been considerable and are ongoing, and teachers within the Department continue to enjoy significant opportunities to develop their capacity to be ‘outstanding’ practitioners. In any academic year, teachers are afforded many opportunities tailored to meet their individual needs.

Key Stage 2 Curriculum – For French, we subscribe to an online platform that helps us to provide a robust and engaging curriculum, and which prepares pupils to start Y7 with a solid foundation.

Key Stage 3 Curriculum – Across MFL, we follow a knowledge-rich approach to teaching and learning and we have designed many of our resources in line with the lexico-grammar pedagogy. This involves a lot of teacher-lead quizzing, whole-class chorusing and whiteboard activities. The scope of the KS3 curriculum ensures that pupils walk away with the ability to express thoughts and ideas about a wide range of topics that are applicable to daily life, regardless of whether they continue with MFL as a GCSE option.

Key Stage 4 Curriculum – We follow the Edexcel specification for French and Spanish. There are 5 Themes: Identity and culture; local area, holiday and travel; school; future aspirations, study and work; and international and global dimension. The KS3 curriculum is designed in such a way that they have covered 75% of each theme between Y7 and Y9 so that they are learning the last 25% in Y10 and revising for the whole of Y11.

**Washwood Heath Curriculum**

We are extremely proud of the ambitious, broad and balanced curriculum we offer to all of our learners. We are committed to providing children with the best life chances possible, irrespective of their background or starting point. We deliver a powerful knowledge-rich curriculum to our learners with the view to their development as global citizens able to make a positive contribution in the local and wider communities of the future.

**What is a knowledge-rich curriculum?**

A knowledge-rich curriculum at Washwood Heath Academy:

* places powerful and rich knowledge at the heart of the curriculum
* has carefully chosen content
* embraces diversity and develops character
* is organised in a coherent way, ensuring it builds knowledge and skills from year to year
* is cumulative, constructing firm foundations from which children can build conceptual understanding and skills over time
* is coherent and ensures that teaching does not jump from topic to topic, but enables children to develop knowledge and skills, foster curiosity and ignite a love of learning
* is an entitlement for every child, regardless of their background
* it equips learners with the cultural capital they need to succeed in life by introducing them to ‘the best that has been though and said and helping to engender an appreciation of human creativity and achievement’.

**You can find out more about Washwood Heath Academy at the website:** [**https://washwood.academy/**](https://washwood.academy/)

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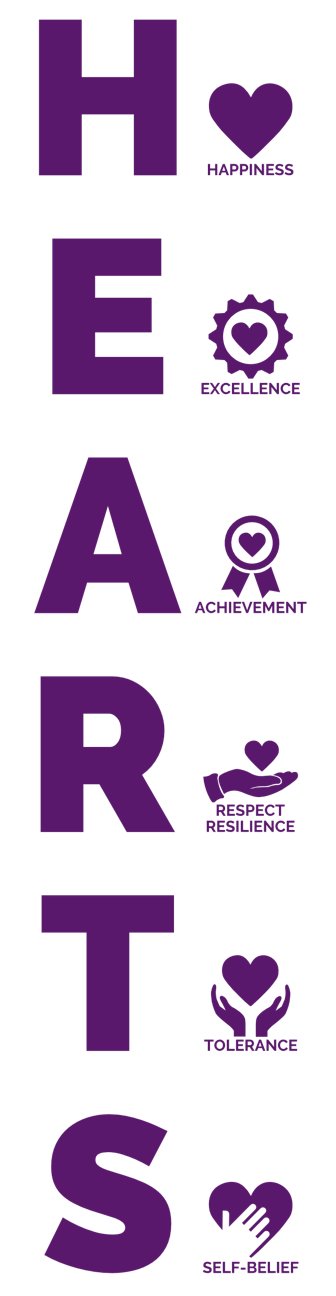
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| JOB DESCRIPTION | | |
| **Post Title** | **French Teacher (Main Scale/UPS)** | |
| **Purpose** | * + To implement and deliver an appropriately broad, balanced, relevant and knowledge-rich curriculum for pupils and to support a designated curriculum area as appropriate   + To monitor and support the overall progress and development of pupils as a teacher and Form Tutor   + To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential   + To contribute to raising standards of achievement and maximising pupil attainment   + To share and support the Academy’s responsibility to provide and monitor opportunities for personal and academic growth   + To be committed to the safeguarding of children | |
| **Reporting to** | Head of Faculty/Head of Department | |
| **MAIN (CORE) DUTIES** | | |
| **Teaching:** | | * + To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in Academy and elsewhere   + To use teaching strategies which will stimulate learning appropriate to pupil needs and demands of the syllabus and curriculum   + To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required   + To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils   + To ensure that ICT, Literacy, Numeracy, cross-curricular aspects and Academy subject specialism(s) are reflected in the teaching/learning experience of pupils   + To undertake a designated programme of teaching   + To ensure a high quality learning experience for pupils which meets internal and external quality standards   + To prepare and update subject materials   + To maintain good order, discipline and respect for others; to promote understanding of the Academy’s rules and values; to encourage good practice with regard to punctuality, behaviour, standards of work and homework. To safeguard health and safety and to develop relationships with and between pupils conducive to optimum learning   + To undertake assessment of pupils as requested by external examination bodies, departmental and Academy procedures   + To mark, grade and give written and verbal and diagnostic feedback to pupils of individual work and group work they have undertaken |
| **Operational/ Strategic Planning** | | * + To plan and prepare courses, schemes of work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of pupils   + To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Faculty   + To contribute to the Faculty’s Improvement Plan and its implementation.   + To contribute to the whole Academy’s planning activities   + To contribute to the faculty process of self-review and evaluation and Improvement Plan activities   + To contribute to faculty and whole Academy enrichment opportunities   + To contribute to faculty intervention and revision opportunities |
| **Curriculum Provision and Development:** | | * + To assist the Head of Faculty, to ensure that the curriculum area provides a range of teaching which complements the Academy’s strategic objectives   + To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the Academy’s Strategic Commitment, Purpose and Intent. |
| **Staffing**  **Staff Development:**  **Recruitment/ Deployment of Staff** | | * + To take part in the Academy’s staff development programme by participating in arrangements for further training and professional development   + To continue personal development in the relevant areas including subject knowledge and teaching methods   + To engage actively in the Performance Appraisal Review process   + To ensure the effective/efficient deployment of classroom support   + To work as a member of a designated team and to contribute positively to effective working relations within the Academy |
| **Quality Assurance:** | | * + To adhere to and to help to implement Academy quality procedures   + To contribute to the process of monitoring and evaluation of the faculty in line with Academy procedures, including evaluation against quality standards and performance criteria. To implement modifications and improvement where required   + To review from time to time methods of teaching and programmes of work   + To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy |
| **Management Information:** | | * + To maintain appropriate records and to provide relevant accurate and up-to-date information for the Academy’s management information system   + To complete the relevant documentation to assist in the tracking of pupils   + To track the progress of your assigned pupils and use this information to inform your teaching and learning |
| **Communication:** | | * + To communicate effectively with the parents of pupils as appropriate   + Where appropriate, to communicate and co-operate with persons or bodies outside the Academy   + To follow agreed policies for communications in the Academy   + Attend meetings according to the Academy’s Directed Time Policy |
| **Marketing and Liaison:** | | * + To take part in marketing and liaison activities such as Open Evenings, Parents’ Evenings and liaison events with other Academies in the Multi Academy Trust   + To contribute to the development of effective subject links with external agencies/Academies |
| **Management of Resources:** | | * + To contribute to the process of the ordering and allocation of equipment and materials.   + To assist the Head of Faculty to identify resource needs and to contribute to the efficient and effective use of resources   + To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, faculty and the pupils   + To co-ordinate and manage the work of other staff, such as support staff, participating in the teacher designated lessons |
| **Pastoral System:** | | * + To be a Form Tutor to an assigned group of pupils   + To promote the general progress and well-being of individual pupils and of the Form Tutor Group as a whole   + To liaise with a Head of House and Guidance Manager to ensure the well-being and educational development of your assigned pupils   + To register pupils, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life   + To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be required   + To contribute to the preparation of action plans, progress files, individual education plans, and other reports   + To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved   + To communicate as appropriate, with the parents of pupils and with persons or bodies outside the Academy concerned with the welfare of individual pupils, after consultation with the appropriate staff   + To contribute to PSHE and Citizenship and Enterprise according to Academy procedures   + To apply the behaviour management procedures so that effective learning can take place   + To support with the Whole Academy Reading and Literacy Programme |
| **Other Specific Duties**: | | |
| * to play a full part in the life of the Academy community, to support its Strategic Commitment, Purpose and Intent and to encourage staff and pupils to follow this example * to promote actively the Academy’s policies * to continue personal, professional development * to actively engage in the Academy’s self-review and evaluation processes * to actively engage in the Academy’s Appraisal of Performance processes * to comply with the Academy’s Health and Safety Policy and undertake risk assessments as appropriate * to attend meetings as determined in the meetings policy and as directed by the Executive Principal * to undertake any other duty as specified by Academy Teachers’ Pay and Conditions Document, not mentioned in the above * to comply with the Academy’s procedures concerning safeguarding and to ensure that training is accessed | | |
| Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to maintain a standard of dress conducive to their position as professionals and in setting an example to pupils. | | |
| This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title. | | |

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| **PERSON SPECIFICATION** | | | |
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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Knowledge/Qualifications** | | | |
| Qualified Teacher Status | ✓ |  | Application |
| Degree in French | ✓ |  | Application |
| A willingness to undertake further relevant training and to pass those skills on to other members of staff as appropriate | ✓ |  | Interview |
| Sound knowledge of the developments in the current curriculum for the subject | ✓ |  | Application/Interview |
| Good ICT skills |  | ✓ | Application/Interview |
| **Experience** | | | |
| Enthusiasm and passion for teaching | ✓ |  | Application/Interview |
| Excellence as a classroom practitioner | ✓ |  | Application/Interview |
| Ability to offer a 2nd subject (Spanish) |  | ✓ | Application/Interview |
| Imagination and creativity in the classroom | ✓ |  | Application/Interview |
| Experience in writing schemes of learning | ✓ |  | Application/Interview |
| A commitment to the extra-curricular life of the school | ✓ |  | Application/Interview |
| A commitment to safeguarding and promoting the welfare of children and young people | ✓ |  | Application/Interview |
| A commitment to obtaining the highest standards of pupil achievement and a belief that enjoyable learning is the most effective learning | ✓ |  | Application/Interview |
| A commitment to the school’s Strategic Purpose, Commitment and Intent | ✓ |  | Application/Interview |
| **Personal Skills** | | | |
| An effective team member | ✓ |  | Application/Interview |
| Ability to work under pressure | ✓ |  | Application/Interview |
| Excellent communication skills | ✓ |  | Application/Interview |
| Able to motivate and inspire students | ✓ |  | Application/Interview |
| An excellent teacher with enthusiasm and a commitment to education and developing young people | ✓ |  | Application/Interview |
| Able to develop good personal relationships with students and adults | ✓ |  | Application/Interview |
| Approachable and willing to help students both in and outside of lessons | ✓ |  | Application/Interview |
| Ability to initiate ideas |  | ✓ |  |
| Ability to set own targets and meet own and other  people’s deadlines | ✓ |  | Application/Interview |
| **Equal Opportunities** | | | |
| Must have an understanding of and commitment to the Trust’s equal opportunities policies and procedures | ✓ |  | Application/Interview |
| To be able to demonstrate a commitment to celebrating diversity and promoting community cohesion in a multi-cultural setting | ✓ |  | Application/Interview |







**Primary, Secondary & Sixth Form**

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