

Teacher of Languages
(Spanish or French)



**MONTPELIER
HIGH SCHOOL**

1891



INFORMATION FOR CANDIDATES

Montpschool.org

Teacher of Languages – Spanish or French

Permanent contract, full-time position to start in September 2024

MPS/UPS (£30,000 - £46,525) per annum + Health Cash Plan and Benefits package

There is an option for the role to include Head of Languages for the right candidate - (TLR 2.2) £5,313 per annum

Montpelier High School is one of the finest schools for girls in Bristol. We accept girls of all talents and abilities and pride ourselves on being culturally diverse, welcoming students of all faiths and backgrounds.

The Trust is currently recruiting for inspirational, dynamic and conscientious Head of Languages to join the team at Montpelier High School. The successful applicant would be an innovative teacher who possesses a genuine love for languages and would need to be proficient in either Spanish or French or both languages. We are especially interested in applicants with the knowledge of Arabic and experience of home language coordination. The successful candidate will need to demonstrate an excellent teaching record, an inclusive approach and commitment to fostering love of learning and love for languages.

In return you will join a wonderful team and have every opportunity to further your professional development and career with an excellent benefit package including: Wellbeing Health Cash Plan, Retail Discounts, ICT Loans, Professional Induction Incentive plus others.

You will be:

An experienced teacher who can inspire, influence, and who:

- Has a great teaching experience with clear evidence of development in languages department to improve student experience and outcomes
- Has high expectations and empathy for all pupils so they develop a love of learning, strong sense of belonging, aspirations and a belief in all possibilities
- Has an understanding of high quality teaching and learning to raise standards and deliver positive outcomes for all students
- Is passionate about the opportunities the curriculum can bring to all students
- Can demonstrate behaviours consistent with the trust's values

We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Closing Date: Monday 15th April 2024 at 9:00am Interviews: Friday 19th April

Montpelier High School is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.



Venturers Trust and our Sponsors



Venturers Trust is a dynamic and focused multi-academy trust based in Bristol. The Trust is responsible for eight academies, 3,500 pupils and 700 staff with a commitment to making a significant and lifelong difference to the lives of young people from some of Bristol's most disadvantaged communities.

The Trust is currently made up of five primary schools: Bannerman Road Community Academy, Barton Hill Academy, Fairlawn Primary School, The Dolphin School and The Kingfisher School; the all-age Merchants' Academy; Montpelier High School for girls aged 11-16, located alongside its sixth form, V6, for girls and boys; and Venturers' Academy, the first state-funded school in Bristol for students aged 4-18 diagnosed with Autism and with an EHCP. Our academies are happy, vibrant and exciting places to learn and work and are led by a team of talented, morally driven and committed Headteachers.

There are 4 essential questions that we ask within our Trust:

- Why do we exist? Our mission is to challenge education and social equality through the power of education.
- How do we deliver our mission? Our shared vision is to ensure all children of all backgrounds are all succeeding.
- How do we behave? This is through our shared values. Our shared values are to be kind, work hard and have courage.
- Finally, how do we measure success? We want happy children from all backgrounds acquiring the knowledge to achieve their aspirations and to make a contribution to their community.

The Trust is jointly sponsored by the Society of Merchant Venturers and the University of Bristol which gives us tremendous opportunity to enhance learning in its broadest context and offer opportunities unique to our Trust.

The Society of Merchant Venturers (SMV) is a philanthropic organisation that works with and supports people and communities from the wider Bristol area through education, care for older people, charitable giving and social enterprise. In education, SMV's simple but highly ambitious vision is to transform the life-chances of students from the richly diverse set of schools within Venturers Trust, both during their educational journey and beyond. SMV's expertise in education spans more than four centuries and today, the commitment is practical as well as financial, with many of its members taking active roles in the governance of Venturers Trust and the wide range of schools within the Trust. SMV firmly believes there is nothing more important to the health of communities than outstanding education and training in life skills for young people.

The University of Bristol ranks as one of the top 10 universities in the United Kingdom. It is actively involved in the governance of our schools. The university offers support in areas such as curriculum development, subject expertise, higher degree and research opportunities for staff at Venturers Trust. It also offers student mentoring and an innovative and inclusive programme for students as part of the university's commitment to widening participation and access to higher education. These activities include extensive support and opportunities for our Sixth Forms including scholarships, preferential offers of grades to gain a place, with the additional possibility of bursaries to support undergraduate degree studies.





Venturers Trust is proud of its hard earned success in being able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits (*for all staff on Venturers Trust contracts and working over 10 contractual hours per week*) include:

WELLBEING HEALTH CASH PLAN - A valuable Health Cash Plan that provides cover for routine healthcare such as dental check ups, eye tests, physiotherapy and specialist consultations. Benefits for children of employees up to the age of 18 are included free of charge.

EMPLOYEE ASSISTANCE PROGRAMME (EAP) - The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education.

TRAINING AND DEVELOPMENT - First class training and development opportunities are provided within the Trust, including an outstanding induction programme for both early career and experienced teachers. There are also opportunities for associate staff to develop and progress within their area of expertise, this includes using the teacher apprenticeship programme to develop teaching support staff into qualified teachers.

PROFESSIONAL DEVELOPMENT – At least 5 Professional Learning days per year.

HIGHER DEGREE SUPPORT FUNDING – Significant contribution to the funding of Master’s Degrees at the University of Bristol by the Trust and the University of Bristol as our sponsors.

BICYCLE PURCHASE LOANS - After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase Loan up to the value of £1,000 through the ‘Cycle to Work’ scheme.

ICT LOANS - A loan repayable over a two year period as part of a Salary Sacrifice Scheme.

RETAIL DISCOUNTS – An extensive range of free goods/services and discounts available to staff.

INTEREST FREE SEASON TICKET LOAN – The option to purchase a travel season ticket (bus or train) with an interest free loan, deducted from salary in monthly installments over a 12 month period.

PROFESSIONAL INTRODUCTION INCENTIVE - Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction.

Further details of our employee benefits can be found on the [Venturers Trust](#) website.



Montpelier High School

Montpelier High School is a diverse and vibrant girls school 11-16 with a mixed Sixth Form. 59% of our students are from a minority ethnic group. There is real diversity within this non-white community with 15 out of 17 of the possible ethnic groups represented in our school. Over thirty languages are spoken at school with 20% of our students being EAL. Our deprivation factor, levels of SEND and FSM are in line with national averages. Our mission is 'to inspire all students to become confident, ethical and compelling individuals with the aspiration and qualities to shape a better future for all.' We are on a journey to ensure that our curriculum intent addresses the unique needs of our students, summed up as:

- Bristol a strong city of activism and innovation;
- Diverse community our community drives us to an inclusive curriculum, full of positive representation.
- Female empowerment, students of all genders empowered to demand equity and re-address gender gaps.



Languages at Montpelier High School

The department delivers French, German, Spanish (AQA), Russian (Pearson) and Latin (EDUQA). We aim to offer a range of collaborative international learning experiences, ranging from linguistic, cultural and travel opportunities in order to enhance our whole school language status.

Living in Bristol

Montpelier High School is located in Bristol with easy travelling distance from the city, country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK.

Bristol is the largest city in the South West and the region's leading centre for business, culture and education. It has been the subject of a massive programme of investment and regeneration that has had a major impact on its retail, leisure and business facilities. The city has a long tradition of trade and engineering, and is also home to many of the newer financial services, creative and media industries. It is also close to some of the most beautiful countryside and coastal areas.

Bristol itself is a beautiful, vibrant and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, science and media centres. The narrow winding streets, radiating from the water's edge, reveal elegant parks, squares and stunning architecture. Recently the city celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol's industrial heritage. Bristol is the 8th largest city in the United Kingdom with a population of over 400,000. Built on the confluence of the Rivers Avon and Frome, it has been in existence from well before the time of the Romans.



Job Description

Teacher Job Description

Post: Teacher

Responsible to: Head of Faculty

Specific Duties: Teachers make the education of their students their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their students.

PART ONE: TEACHING

A teacher must:

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
- analyse students' data and test/exam performance to inform planning and intervention.
- plan teaching to build on students' capabilities and prior knowledge
- 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 phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

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 homework according to the Academy timetable 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 within the agreed time, and encourage students to respond to the feedback.
- follow the Academy assessments reporting policies.

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 Academy, in accordance with the Academy's behaviour for learning 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
- 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 Academy including co-curricular
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- plan with and deploy support staff effectively to engage fully in learning and progress.
- 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.
- work with other professionals as needed e.g. speech and language, EP etc.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside Academy, by:

- treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the Academy in which they teach, and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

PART THREE: PERSONAL TUTOR

- To act as a personal tutor within the Year system or as a class teacher in Primary.
- To be responsible for the welfare and academic progress of their personal tutor group.
- To act as the first point of contact for parents.
- To monitor and improve attendance rates for the tutor group/class.
- To be responsible for the Academy's reward system within the tutor group/class.
- To meet regularly with the Head of Learning and attend year team meetings (secondary)
- To support inter-house activities as arranged by the Head of House.
- To ensure that students follow the Academy's uniform policy.

- To ensure that students follow the Academy's rules and policies.
- To set a good example in terms of dress, punctuality and attendance.

Other duties and responsibilities:

Carry out other duties that the Principal of the Academy may reasonably request.

This job description is intended as an outline indicator of general areas of activity and will be amended in light of the changing needs of the Trust and its academies. It is expected that the post holder will be as positive and flexible as possible in using this document as a framework.

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Head of Languages Job Description

Post: Head of Languages

Responsible to: Head Teacher / Deputy Head Teacher

The Head of Faculty will be responsible for the quality of teaching and learning in the Faculty and will ensure that each student develops their potential to the full in a stimulating and lively environment.

In addition to normal classroom teaching duties they will normally assume the role of a form tutor.

The Head of Faculty is answerable to the appropriate Head Teacher / Deputy Head Teacher. The areas of responsibility fall into the following broad categories:

- Teaching and learning
- Staff development and training
- Internal and external assessment, recording and reporting
- Management of budget and resources
- Communications
- Use data to monitor and evaluate the progress of students with particular focus on target groups
- Whole school strategic leadership
- Faculty leadership

1. **TEACHING AND LEARNING**

The quality of teaching and learning is the prime concern of the Head of Faculty who will be required:

1. To use data to monitor and evaluate the progress of students with particular focus on target groups;
3. To identify effective strategies to intervene and support the learning of targeted students;
4. be well informed on key developments in their subject area and the assessment criteria for key stages;
5. ensure that curriculums developed internally meet the national and exam board requirements and provide sufficient stimulus for the most able of our pupils whilst still recognising the needs of all students;
6. select appropriate examination specifications for KS4 and KS5 evaluating their effectiveness through internal quality control and monitoring external examination results;
7. ensure delivery of the curriculums through appropriate means, including access to external resources such as speakers, visits, fieldwork;
8. contribute to and implement the school assessment and feed forward and preparation policy, as well as ensuring that all assessments are recorded in an appropriate way;
9. provide information for the allocation of pupils to teaching sets;
10. advise pupils on KS4/5 choices and to ensure that advice offered in the department is consistent;
11. ensure that proper procedures are observed for all curriculum-based activities out of school;
12. set work appropriate to his/her classes in all cases of absence and arrange cover for team members unable to do so for themselves
13. develop, support and monitor the wider use of literacy, numeracy and ICT throughout the curriculums.
14. To be aware of the requirements of national MFL agenda and skills

15. Advise pupils on future pathways for MFL related careers and options at GCSE choices and A-level to ensure that advice offered in the team and across the school is consistent.

2. **STAFF DEVELOPMENT AND TRAINING**

1. Help to establish an atmosphere of enthusiasm and commitment within the faculty;
2. deploy staff to teach in areas most appropriate to their experience and skills and to maximise their potential whilst looking for cross subject staffing opportunities across the faculty;
3. help to monitor staff experience to ensure equitable teaching load and spread;
4. identify development needs of team members and support them in finding appropriate training both in school and externally;
5. to follow the school procedures where members of the team require improvement in terms of quality of learning and teaching;
6. encourage colleagues to undertake responsibility within the faculty;
7. evaluate external training programmes for faculty colleagues;
8. conduct thorough quality assurance of the faculty in line with the whole school programme
9. manage ancillary staff where appropriate and ensure their training needs are recognised;
10. support new entrants to profession, plan programmes for their induction and monitor their progress;
11. take part in the BlueSky appraisal programme and Trust quality assurance programmes;
12. consult with the SLT line manager and Principal on staffing issues within the faculty.

3. **EXAMINATIONS, ASSESSMENTS, RECORDING AND REPORTING**

1. Setting of internal examinations and assessments, providing all necessary information to the Examinations Officer for internal examinations at appropriate times;
2. record, review and evaluate, in the context of target grades, the performance of students in internal examinations;
3. to develop strategies in response to student performance in internal examinations;
4. to inform SLT line manager and Principal of any concerns regarding student performance in internal examinations;
5. ensure that all work for external assessments complies with the requirements of the Examination Board or other accrediting bodies;
6. ensure that all deadlines imposed by Examination Boards and school management are met in respect of coursework, moderation, practical assessments, school reports or other data;
7. keep such records as are required by external examination bodies, where appropriate;
8. make arrangements (with your line manager) for the proper operation of external exams in their subject;
9. ensure that work is marked, moderated, recorded and students receive diagnostic feedback on their performance in line with School Policy;
10. contribute to the design and content of reports to parents and ensure that reporting is carried out consistently throughout department;
11. assist in the evaluation of external examinations and response to appropriate boards;
12. monitor internal and where appropriate external exam results and report departmental performance to Principal and record and compare results.

4. **MANAGEMENT OF BUDGET AND RESOURCES**

1. Consider the budgetary implications of any initiative or development and discuss with the Principal before implementation;
2. ensure that all orders are correctly processed and recorded and liaise with Finance Department if there are any queries;
3. manage human resources within the department efficiently and effectively in budgetary terms and liaise with Finance Business Partner and HR Business Partner if there are any questions or concerns;
4. ensure the control of resources and the management of their proper allocation within the Department. To ensure the secure storage of equipment, books and consumables and to be accountable for them;
5. as part of the annual SEF, Heads of faculty will look at the impact of expenditure on resources and strategies.
6. liaise with subject leads within the faculty to oversee the spending of budgets and manage the needs of the faculty.

5. **COMMUNICATIONS**

1. Keep the SLT manager and Head, or delegate, informed of all matters within the department which are his/her proper concern;
2. communicate to the SLT manager the concerns of all departmental members and feedback appropriately from line management meetings where required;
3. communicate to all departmental members the issues that relate to the effective discharge of their duties;
4. prepare text relating to the faculty for any school publication as required. Update and modify existing text when necessary;
5. facilitate communication within the departments by the most appropriate means at all times;
6. attend all Parents' Evenings – GCSE Evenings, Sixth Form Evenings, results days; to co-ordinate departmental work for Open Days and actively seek effective means of promoting the work of the Department;
7. liaise with the Form Teacher, Pastoral and Academic Leaders, or Head of Sixth Form over academic or pastoral issues which concern individual pupils;
8. be aware of, and comply with, the School Policies for Health and Safety, COSHH and, Equal Opportunities;
9. maintain good order and discipline among the pupils and safeguard their health and safety both on the school premises and when engaged in authorised school activities elsewhere;
10. undertake such administrative and supervisory duties that are reasonably assigned to him/her;
11. share good practice within the department and across the school.

6. **Use data to monitor and evaluate the progress of students with particular focus on target groups**

1. Complete progress, attainment and Behaviour for Learning data analysis in line with the whole school policy;
2. ensure that all subject leaders have the skills and knowledge to understand their classes' data and employ this information to improve student progress;
3. ensure that the ARE statements in the subject are appropriately challenging and in line with best practice and current thinking in the subject;
4. ensure that data analysis within the subject is based upon valid data because a vigorous process of standardisation and moderation has taken place.

7. **HEAD OF FACULTY ADDITIONAL RESPONSIBILITIES**

1. Line manage the subject leaders of each MFL subject (Spanish and French) to successfully achieve their leadership roles (as outlined above);
2. identify and provide training for heads of department (if and when required) to enable them to be effective leaders;
3. line management of subject leads to ensure sequencing of subject knowledge and disciplinary skills are well planned within each department, across the faculty and the whole school curriculum;
4. ensure that the faculty's curriculums are ambitious and designed to give all learners, particularly the most disadvantaged, the knowledge and cultural capital they need to succeed in life; adapt curriculums to the diverse needs of learners and look to refine and adapt when required;
5. support subject leaders to ensure faculty teaching is designed to help learners to remember in the long term the content they have been taught and to integrate new knowledge into larger concepts;
6. support faculty leaders to ensure teachers and leaders use assessment well, for example to help learners embed and use knowledge fluently or to check understanding and inform teaching.
7. ensure subject leaders understand assessment and use it in a way that builds efficiency for staff or learners
8. support subject leaders to ensure all faculty teachers create an environment that allows the learner to focus on learning.
9. support subject leaders to ensure that literacy is developed in faculty subjects including the teaching of subject vocabulary and the teaching of reading ;
10. set performance development priorities and objectives for those line managed that reflect school and subject area development plan requirements;
11. ensure that highly effective and meaningful engagement takes place with faculty staff at all levels and that issues are identified. When issues are identified, in particular about workload, ensure they are consistently dealt with appropriately and quickly;
12. ensure that the faculty's policies and practices reflect whole school policies;
13. play a significant role in the leadership of the whole school through faculty meetings, attending SLT meetings when required, contributing to the development and implementation of school policies. Show active alignment with whole school AIP policy;
14. contribute to the delivery of whole school CPD;
15. develop and ensure the delivery of regular calendared events throughout the school year that develop the core values and mark local, national and international events that are relevant to the faculty (six per year across the faculty).
16. with support lead and manage the facilities (including off site) and equipment requirements of the subjects within the faculty to ensure the subject leads can ensure the best teaching and learning experience for all students.
17. develop curriculums and examination courses that meet the needs of learners and ensure retention and recruitment of practical and creative arts subjects at KS4 and KS5 is strategically implemented.

8. **MFL LEADERSHIP**

To establish MHS as a local, national and international centre of repute and excellence for the promotion and teaching of languages in an international world. To have overall responsibility for the Languages Department and quality assure all aspects of Year 7-13 subject delivery.

1. To develop and lead an international curriculum for Year 7-13 students underpinned by a strong vision for Languages in conjunction with Heads of Language.

2. To be responsible for all quality assurance procedures in the department.

- To quality assure curriculum routes for Year 7-13 students, particularly in line with global economic shifts.
- To be responsible for the quality assurance of Teaching and Learning throughout the Department.
- To quality assure all outcomes for Years 7-13 and the data analysis overview in Years 7-13.
- To coordinate and quality assure the Heads of Language responsible to produce the Schemes of Learning.

- To establish, in conjunction with Heads of Language, oversee and be accountable for a model of assessment and progress to allow students to develop and learn.
- To quality assure standards of behaviour for learning in languages throughout Years 7 – 13.

3. To lead cross-curricular links and support Heads of Language to provide opportunities to enhance the learning of languages. To coordinate a comprehensive offering of Languages trips from Year 7 to Year 13 with all students offered the opportunity of an experience abroad in Years 7/8.
4. To lead and manage language staff at MHS including their appraisal and to work closely with the Heads of Language, in addition to line managing them to provide a cohesive approach to Languages.
5. To be responsible for producing the Languages SEF, in conjunction with Heads of Language.
6. To support MHS as an outward facing organisation within and for the local, national and international communities. This will include exploring and pursuing opportunities to assert the outward facing nature of languages and internationalism within MHS; developing links with the business community, both at home and abroad; facilitating extended learning opportunities for students and preparing students for their place

within the global economy and working with key organisations, for example the British Council and Bristol University; planning and overseeing a range of themed activities and days to support cultural awareness and understanding and developing and leading curricular and extra-curricular opportunities for students' global engagement. Working across departments to provide a holistic view of Internationalism and the diversity of our world today across the curriculum

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Person Specification

CRITERIA	ESSENTIAL	DESIRABLE	SOURCES OF EVIDENCE
Qualifications	<ul style="list-style-type: none"> • Good Honours Graduate with QTS or as required by the DfE 		<ul style="list-style-type: none"> • Application
Experience	<ul style="list-style-type: none"> • A successful teaching record either as a trainee or experienced teacher • Experience of working with students of all abilities in the age group for which trained • Must teach either French or Spanish or both 	<ul style="list-style-type: none"> • Experience of coordinating home language opportunities at GCSE level 	<ul style="list-style-type: none"> • Application • Interview
Skills	<ul style="list-style-type: none"> • Skills set as outlined in the Teachers' Standards 	<ul style="list-style-type: none"> • Outstanding subject and curriculum knowledge • Evidence of significant progress and outcomes for children 	<ul style="list-style-type: none"> • Application • Interview • Assessment
Professional Development	<ul style="list-style-type: none"> • Commitment to continuing personal and professional learning development 	<ul style="list-style-type: none"> • Evidence of Professional Learning relevant to the role 	<ul style="list-style-type: none"> • Application • Interview
Leadership Skills and Values	<ul style="list-style-type: none"> • Ability to inspire, motivate and challenge students • Commitment to the pursuit of excellence in educational standards • Ability to communicate effectively with colleagues, students, parents and external agencies • Commitment to and promotion of co-curricular opportunities 	<ul style="list-style-type: none"> • Evidence of high level co-curricular activities 	<ul style="list-style-type: none"> • Application • Interview • Assessment
Knowledge and Understanding	<ul style="list-style-type: none"> • Demonstrate good subject and curriculum knowledge including the national curriculum • Know how to secure outstanding progress and outcomes by students adapting teaching as needed 	<ul style="list-style-type: none"> • Knowledge of Arabic 	<ul style="list-style-type: none"> • Application • Interview • Assessment
Student Involvement	<ul style="list-style-type: none"> • Commitment to student involvement • Personal commitment to listen to student voice • Focus on individual student's needs and development of independent learning • High expectations of students 	<ul style="list-style-type: none"> • Evidence of student involvement 	<ul style="list-style-type: none"> • Application • Interview • Assessment
Personal Attributes	<ul style="list-style-type: none"> • Flexibility to cope with diverse needs of the post • Resilience to work under pressure • Positive, tenacious and optimistic • Ability to quickly establish positive relationships with students, staff and parents 	<ul style="list-style-type: none"> • Initiative and ability to create new processes and practices to raise standards 	<ul style="list-style-type: none"> • Application • Interview • Assessment

HOW TO APPLY

Closing Date for Applications: Monday 15th April 2024 at 9:00

Interviews: Friday 19th April

Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification.

An Application Form is available in electronic format at venturerstrust.org and should be returned electronically along with the Equality Monitoring Form by following the instructions at the **Work With Us** section of the Trust's website.

SAFER RECRUITMENT IN EDUCATION



Venturers Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

Information for Applicants

All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post, including safeguarding responsibilities.
- A person specification which will include a specific reference to suitability to work with children.
- A Venturers Trust Application form, and all applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children;
- whether the referee has any reservations as to the candidate's suitability to work with children. If so, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require an enhanced DBS. Prohibition and Overseas checks will also be completed if necessary.