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| **Position:** | **Teacher of Languages (Spanish with French)** |
| **Salary/Hours:** | **Full time, MPS/UPS** |
| **Closing Date:** | **1st May 2025** |
| **Interview Date:** | **w/c 6th May 2025** |

Dear Candidate

Thank you for your interest in joining us at Bexhill Academy. We are a happy and supportive team where wellbeing matters.

Bexhill Academy is part of the Attwood Academies Trust.  We are a larger than average 11-16 mixed school serving the coastal town of Bexhill-On-Sea, East Sussex, with approximately 1500 students currently on roll. Bexhill is seaside town renowned for the De La Warr Pavilion and being the home to the first British motor race!

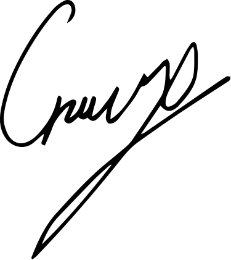
Working at Bexhill Academy, whether as support staff, an ECT, an experienced teacher or a leader, there is an opportunity for you to work with some passionate, hardworking and inspiring students and staff. The Bexhill community is a very special place and we are privileged to be working in a state-of-the-art building with modern facilities throughout.

At Bexhill Academy, we encourage students to aim high and we support them in pursing their dreams. We offer challenge to all abilities stretching the minds of the most able to become enquiring and independent thinkers, yet offering support to those who find their studies more challenging.

We offer a number of excellent staff benefits for our employees including a comprehensive Employee Assistance Programme (EAP) and a Healthcare Scheme.

We are partnered with Mulberry Multi Academy Trust in London which has excellent CPD opportunities so we encourage and support progression. There is so much on offer for you at Bexhill Academy.

If you are passionate about your career and what you can offer to Bexhill Academy, we would love to hear from you.

We look forward to meeting you,

Dr Craig Neal

Headteacher

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| **Job Advert** |  |
| A new building, an exciting curriculum and soaring numbers of students choosing languages for GCSE – are you ready to join our team?  Bexhill Academy is looking for a dynamic and inspiring Spanish specialist with the ability to teach French to KS3, to join our innovative and expanding Languages department. This post would suit a newly qualified teacher or a more experienced teacher seeking a new challenge.  In return, we can offer an environment where you will gain whole school experience and learn much on your journey of career progression.  Our school is unique, exciting and innovative – our philosophy is inclusive and founded on respect. If you feel this fits with your own value set and you have a track record of leading change, raising standards and you strive for excellence, then this might be just the role for you.  We aim to recruit staff who:   * Love the processes of teaching and learning and are keen to continually develop their own skills; * Recognise that teaching can be a demanding job and react positively to those demands; * Will subscribe to the ethos of the Academy and be committed to get the very best from our students; * Take every opportunity, in and out of the classroom, to talk to students, model expected behaviours and build positive relationships; * Remain at the forefront of pedagogy, educational research and debate. * See themselves as having the potential to become senior school leaders of the future.   **Closing Date: 1st May 2025**  **Interview: week beginning 6th May 2025**  Pre-Application enquiries are encouraged. Please contact Recruitment at recruitment@bexhillacademy.org  Please see our website ***www.bexhillacademy.org*** under ‘about us’ and then ‘vacancies’ for more details. Please note that we do not accept CVs or approaches from agencies. Completed Bexhill Academy teacher application forms should be sent to ***recruitment@bexhillacademy.org***  Bexhill Academy is committed to safeguarding and promoting the welfare of children and young children, therefore all positions are subject to an Enhanced Disclosure and Barring Service check (DBS). | |
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| **Job Description** |  |
| **Teaching and Supporting at Bexhill Academy**  Teachers and support staff at Bexhill Academy make the education of their pupils their first concern. They seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour, they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research.    **Post:** Teacher of Languages (Spanish with French)  **Accountable to:** Director of Languages  **Salary:** MPS/UPS  **Principal Accountabilities:**   * Set high expectations, which inspire, motivate and challenge pupils * Establish a safe and stimulating environment for pupils of all abilities, needs and ages, rooted in and encouraging mutual respect that significantly develops learning * Set goals and targets based on an in depth knowledge of individual and groups of pupils * Effectively promote and demonstrate the positive attitudes, values and behaviour which are expected of pupils. * Be accountable for continuously high levels of pupils’ attainment, progress and outcomes * Demonstrate a clear knowledge of pupils’ individual capabilities and their prior knowledge and plan teaching to build on these. * Create opportunities for pupils to reflect on the progress they have made and enable them to set individual targets to significantly develop their performance * Demonstrate excellent knowledge and understanding of how pupils learn and how this impacts on teaching, implementing this in classroom teaching and sharing this with other staff * Inspire pupils to take a responsible and conscientious attitude to their own work and study, enabling them to help develop as independent learners and support the learning   **Staffing:**    **Staff Development: Recruitment / Deployment of Staff:**   * To take part in the academy’s staff development programme * To work as a member of a designated team and to contribute positively to the team ethos.   **Quality Assurance:**  To contribute to the quality assurance procedures and policies of the academy.  **Management Information:**   * To maintain appropriate records and to provide relevant accurate and up-to- date information as appropriate for teaching colleagues/parents and carers and external agencies. * To be responsible for developing and maintaining personal development records   **Communications:**   * To communicate effectively with colleagues, the parents of students as appropriate * Where appropriate, to communicate and cooperate with persons or bodies outside of the school * To follow agreed policies for communications in the academy   **Management of Resources:**   * To contribute to the process of the ordering department supplies through the appropriate channel.   **Other Specific Duties:**   * To play a full part in the life of the academy, to support its distinctive aim and to encourage staff and students to follow this example * To continue personal development as agreed * To comply with the academy’s health and safety policy and undertake risk assessment as appropriate   **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 be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.**  **The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.**  **The 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.**  **The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**  **The successful applicant will be subject to an Enhanced DBS check.** | |

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| **Person Specification** | |  | |
| **Criteria** | **Essential** | | **Desirable** |
| **Education** | Ability to speak Spanish, French and English well, at least one to degree level. | |  |
| **Qualifications** | A good degree in a language, QTS | |  |
| **Experience** | Some experience of teaching Spanish to KS3 and 4. | | French to KS3 |
| **Knowledge** | Excellent subject knowledge in Spanish.  An awareness of educational developments in and around Language teaching. | | Awareness of the Extensive Processing Instruction approach. |
| **Skills & Abilities** | Good ICT skills and their application to the teaching of Languages.  Able to think and plan strategically and manage the classroom. | |  |
| **Personal Qualities** | Organised and able to maintain accurate records.  The ability to reflect on your own practice.  Willingness to work closely in a team. | |  |
| **Commitment and other requirements** |  | |  |

**Our School**

**Creating the Best Opportunities for All**

At Bexhill Academy, we strive to create equal opportunities for all our students, ensuring that they have access to the best resources and support to thrive academically and personally. Our inclusive approach celebrates diversity, fostering an environment where students from all backgrounds can learn from one another and develop essential life skills such as empathy, tolerance, and respect. We provide a variety of academic pathways and personalized support systems, tailoring our educational approach to meet the unique needs and aspirations of each student. By nurturing their individual strengths and talents, we equip our students with the skills and knowledge needed to succeed in an ever-changing world.

It's important for us to recognise that the little things matter. Smart uniform, manners, kindness, and punctuality are something we promote within our academy as we feel this embeds a deep sense of pride and self-respect within our students.

In conclusion, Bexhill Academy is dedicated to providing an exceptional educational experience that combines academic excellence, personal growth, and a supportive community. We foster a culture of aspiration, challenge our students to reach their full potential, and create equal opportunities for all. Join us at Bexhill Academy, where we believe in the power of education to transform lives and shape a brighter future.

**Wellbeing**

We understand that well-being is paramount to academic success. Our school offers a comprehensive well-being program for staff and students that focuses on building resilience, promoting a healthy lifestyle, and equipping us all with the tools to manage stress and navigate challenges. Through a range of extra-curricular activities, student leadership opportunities, and community service initiatives, we actively encourage personal growth, self-discovery, and the development of essential life skills. Our dedicated well-being team provides guidance and support, ensuring that staff and students have access to the resources they need to flourish both inside and outside of the academy.