



**SAPIENTIA EDUCATION TRUST**

**FRAMINGHAM EARL HIGH SCHOOL**

**TEACHER OF MODERN FOREIGN LANGUAGES (French and Spanish)**

**PERMANENT, PART-TIME, 55.38% FTE**

<b>Line Manager:</b>	Head of MFL
<b>Salary:</b>	MPS minimum – UPS maximum

**THE POST**

Framingham Earl High School seeks to appoint a well-qualified and enthusiastic colleague to join our Modern Foreign Languages Department to teach French and Spanish. French and Spanish are optional from Year 10 and the post holder is likely to teach French at GCSE. All colleagues in the department are ambassadors of Modern Foreign Languages and support the school to ensure high quality provision.

This post is suitable for dedicated and highly motivated teachers who are either newly qualified or experienced teachers.

Framingham Earl High School is a School of Sanctuary and our ethos focuses on students understanding the world, being heard and aiming hard.

Framingham Earl High School is member of the Sapientia Education Trust (SET), which is currently led by the CEO Jonathan Taylor.

On appointment, the successful candidate will be required to complete a six-month probationary period.

**PERSON SPECIFICATION**

**Personal Qualities.** Framingham Earl High School expects its teachers to have the following personal qualities:

- Be an innovative, independent thinker with the capacity for strategic thinking;
- Be creative and proactive in finding solutions;
- Be flexible and adaptive to changing needs and priorities;
- Be resilient, calm and tenacious under pressure;
- Be insightful and analytical with good problem-solving skills;
- Have excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students, parents and the wider community;
- Be a self-reflective practitioner who always seeks to improve;

- See the 'big picture' in relation to whole school priorities & improvement;
- Able to reason their educational philosophy, in tune with the school ethos;
- Be willing to contribute to the extra-curricular life of the school ;
- Possess a sense of humour;
- Have the ability to inspire and enthuse staff and students about their subject;
- Be highly self-motivated, able to energise and motivate others;
- Be insightful and understanding of national, international and research developments relevant to teaching and learning in their subject.

**Professional Competence.** Framingham Earl High School expects its teachers to have the following professional competences, or in the case of newly qualified teachers, Framingham Earl High School would expect them to develop the following competences:

- Be an Outstanding Teacher (or have the potential to be) with evidence of impact on student outcomes with a proven track record of total commitment to helping every student achieve their very best and make progress;
- Have excellent understanding of what constitutes excellence in teaching and learning;
- Have a keen understanding of data and be able to analyse patterns in performance over time;
- Be a positive role model for students and staff on a day-to-day basis;
- Collaborate effectively with staff, parents/carers and students;
- Liaise and work with relevant external agencies (for example Examination Boards) in the pursuit of continued improvement;
- Excite and engage visitors about the School at Open Evenings and other events;
- Have high expectations of the learning of all students at all times;
- Work with colleagues to ensure the curriculum well crafted and takes into consideration learning at all key stages.

## **JOB SPECIFICATION**

### **General Responsibilities**

The teacher will be responsible to the Headteacher, through the Director of MFL, for teaching classes in the School using their skill, experience and best endeavours and in accordance with Teachers' Standards. A contribution to the wider life of the School is an expectation of all staff, for example organizing events for activities week, leading/supporting school residential trips or running weekly clubs for students.

The post-holder will be required to comply with the Framingham Earl High School Code of Conduct for Staff and Volunteers.

Framingham Earl High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The post-holder will have access to and be responsible for confidential information and documentation. They must ensure confidential or sensitive material is handled appropriately and accurately.

The post-holder shall participate in the School's programme of Performance Management and Continuing Professional Development.

A non-exhaustive list of specific responsibilities for the role is below and you will be required to undertake other duties and responsibilities as may reasonably be required.

### **Specific Responsibilities**

- Plan and deliver appropriate lessons of a high quality for students of all abilities;
- Monitor progress of the students in your classes and be prepared to provide evidence of both impact and progress;
- Liaise with the SEN department to ensure appropriate support is given to all students;
- Be willing to share teaching strategies and resources and deliver CPD within the department/School;
- Contribute towards the wider school community;
- Participate in the staff performance management and appraisal process;
- Participate in, and where appropriate, contribute to the School's programme of Continuing Professional Development.

### **REMUNERATION**

#### Salary Details:

- MPS minimum – UPS maximum

All payments are pensionable under the Teachers' Pension Scheme.

### **DRESS CODE**

The post-holder will be expected to wear appropriate business attire. All staff will be supplied with appropriate Staff ID. This must be worn at all times to ensure that students, staff and visitors are able to identify Framingham Earl High School employees.

### **PRE-EMPLOYMENT CHECKS**

All staff must be prepared to undergo a number of checks to confirm their suitability to work with children and young people. The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.

### **REVIEW**

The Job Description will be reviewed annually as part of Framingham Earl High School's Performance Management programme.