**Teacher of MFL - German**

**Salary: M1 – U3, £28,000 - £43,685 (pay award pending)**

**Actual Salary: £28,000 - £43,685**

**Working hours: Full Time**

**Contract type: Temporary to cover a maternity leave**

**Start date: Ideally November 2023 or January 2024**

Here at Endon, Languages are seen as a very valuable part of our curriculum. As a result, the overwhelming majority of our pupils study a language to GCSE level. We are a team who are dedicated to finding every means possible to bring languages to life. We are excited to be refreshing and reviewing our curriculum plans, as we have moved back to a three-year KS3 with increased teaching and learning time. We plan collaboratively and share resources across the department. New ideas are highly welcome, and we love to be innovative in our approach.

We have undertaken a lot of research into the modern thinking around language acquisition and are starting to embed some different models of delivery and retrieval. We are a fully one to one digital school using Apple iPads to facilitate high quality teaching and learning. German, particularly, is a very popular subject here at Endon High School with pupils being enthusiastic to learn about both the language and the culture. Various residential opportunities are also offered to our students to reinforce their learning in real world situations.

The most important piece of information is that you would feel valued in the Department – we trust our team to be innovative, to think outside the box, to try new ideas and most importantly, we all believe in teaching with a smile on our faces. Endon High School is a high achieving school with excellent academic results and together we work exceptionally hard to attain the best possible results for every student.

*Our mission is “To inspire confident learners and take them on a journey of opportunities throughout Endon High School so that they can thrive academically, socially, physically, and emotionally, within a happy and caring environment.*

We expect all members of our school community to value: Curiosity, Determination and Kindness. To be ready, be respectful and be responsible. To believe in our motto ‘Plus est en vous’- that everyone has more in them.

We aspire to equip everyone with the knowledge, understanding, skills and qualities needed to achieve success at the highest level. Empowering every learner to go beyond their best and aim for excellence in everything they do, so that they may all follow a quality pathway after Endon High School and thrive in an ever-changing world.”

One of the many strengths of this school is the opportunity for students to take part in a wide variety of enrichment activities. There are many residentials, both in the UK and abroad. The school is also proud of its rich extended schools programme called the Endzone with numerous clubs and activities available each day for an hour after school.

Endon High is a vibrant, busy and happy school with a special atmosphere; where relationships between staff, students and parents/carers give our young people the opportunity to thrive. We are looking for a candidate that will buy into our ethos and values, knowing that there is more in them too.

**All candidates are required to provide a supporting statement on the formal application forms which states clearly your reasons for applying, skills and experience for this position.**

**Shaw Education Trust** are a thriving mix of diverse and growing schools including Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw Trust a charity organisation that focuses on transforming lives. Our schools span from Birmingham to Bury, meaning

that we can support students from all walks of life, no matter their background or socioeconomic status. In doing this, we can help ensure all children are able to access a high standard of education, with all being treated equally.

In our secondary schools, we pride ourselves on our innovative approach to curriculum design, to ensure all our schools have breadth and ambition for all pupils, regardless of their starting points and barriers. Standard curriculum models don’t always engage all pupils, so we constantly seek to innovate and provide better opportunities to develop both knowledge and skills for life. We want our pupils to believe their curriculum is bold, exciting, purposeful, and ultimately leads to something meaningful for them. Some examples of our innovation include moving towards an extended school day, to provide a world class enrichment programme and more opportunities

for essential skills like reading and cultural capital. We are also introducing a vocational and technical pathways, which run through the normal school curriculum but attract support from leading employers and universities to develops work-readiness in our pupils, so that they can progress onto T Levels and apprenticeships.

We are currently at an exciting point in their evolution, with collaboration at the heart of our collective endeavour. We don’t operate in silos: we value the power of the pack and strive to collaborate as a collective, ensuring no school or colleague is left behind. We are currently co-constructing an aligned curriculum across all EBacc curriculum subjects, to create a world class curriculum, rich in powerful knowledge and skills. This is driving up standards through the sharing of the very best practice, whilst allowing each school sufficient flexibility for autonomy to do what is right for their local context. A by-product of this approach has been the reduction in planning workload for colleagues, meaning they can spend more time on the things that matter and fostering strong relationships with pupils and delivery of the curriculum.

As a group of schools, we take an evidence-informed approach to developing the quality of our teaching and learning, learning from research and best practice in the sector. We value a non-hierarchical, supportive approach to developing great teachers. As a people-focused trust, we consider the professional development of our staff as a fundamental responsibility. Where any schools face any barrier, it has the mutual support of the others in sector to call upon for subject specific or general support, all facilitated by a group of servant leaders at trust level. Our Heads meet regularly and genuinely support each other in a non-competitive environment. We have team of directors with vast experience at headship, senior and middle leadership levels and our team of subject directors are supporting subject staff across the trust to design and deliver the very best curricula, providing subject specific pedagogical support.

Our secondary schools are currently driving ‘PedTech’ across the sector: we believe teaching and technology should go hand-in-glove and are passionately committed towards providing a fully digitally enhanced curriculum. We are very close to achieving full 1:1 device delivery and are sprinting towards better use of iPads in lessons to enhance the experience and learning.

**Shaw Education Trust offer the following benefits with your Teaching or Support Staff employment:**

* An excellent Local Government Pension Scheme (Support Staff) / Teachers Pension (Teaching Staff)
* **Support Staff only** based on working **full time, all year** - Generous holiday entitlement from your first day of employment (**37 days holiday** **rising to 39 days** after 5 years’ service including Bank Holidays)
* Access to health and wellbeing support via Occupational Health
* Cycle to work scheme
* Access to our Institute of Education and fantastic opportunities to help you **grow, contribute** and **flourish** in your role and in the Trust.

**Colleagues within the Trust benefit from:**

* Access to a full range of courses both in-house and professionally accredited. These courses include all of the National Professional Qualifications – NPQH, NPQSL, NPQML.
* High quality subject and thematic networks across the Trust and the region.
* Experienced leadership and subject-specific support.
* Guidance from former HMIs and serving Ofsted Inspectors within the Trust.
* Access to the Trust’s Teaching School, Research School, Institute of Education and SCITT.
* Opportunities to work with different schools within the Trust as a Professional Advocate.
* Participating in peer reviews.
* Access to a suite of online courses.
* Placement projects within our family of schools

Endon 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, click here to review Safeguarding and Pupil Protection Policy <https://www.shaw-education.org.uk/our-trust/key-information>

This position is subject to appropriate vetting procedures including an online checks and criminal record check from the Disclosure and Barring Service (formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions.

All shortlisted candidates will undergo an online search as part of Trust safer recruitment checks.

We are an Equal Opportunities employer and will ensure that all our recruitment and selection practices reflect this commitment.

**In accordance with our safer recruitment policy CV’s alone will not be accepted.**

**Application deadline:     Monday, 20th October 2023**

**Interview date: TBC**

**We reserve the right to appoint before the closing date, therefore, we encourage early applications.**

Successful candidates will be subject to a fully Enhanced DBS check along with other relevant employment checks.