



# Recruitment Pack

Teacher of MFL

Matford Brook Academy

Closing Date: 9am - Wednesday 22nd March 2023

**Ted**  
**Wragg** TRUST

# Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust  
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

## Our Values



### Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

### Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

### Collaboration

- build **trust**
- build strong **relationships**
- be **stronger together**

## How will we succeed?





At Matford Brook Academy, we write our story

### A 'once in a lifetime' career opportunity

This is an exceptional opportunity, and a rare one, to be part of a brand new, all-through school in a vibrant city. We are looking for someone who is excited by the potential of a start-up school, enjoying all aspects of what this offers. With energy and ambition for this new school community, a resourcefulness for any challenge that arises, and a commitment to creating a flagship school in the South West, we will 'write our story' together.

We have the opportunity to create innovative approaches to how we run our school and be deliberate in our design. We need teachers who are excited by a 'start up' school, committed to being a part of the inaugural team and ready to embrace the unique challenges this will bring.

Together, we are building a limitless environment for our children where everything is possible and where the exceptional is delivered as a norm. We show our love for our pupils in everything we do and in our relentless aspiration for every child in our school.



### The role

As MFL teacher, you will predominantly be within the secondary phase but will expand to primary as the school grows. You will be instrumental in implementing and delivering an exceptional curriculum, drawn from the Trust's curriculum offer, and supporting an all-through sequence of learning from 2-16. Your passion for this curriculum area will ensure every child is a scholar in MFL, enjoying opportunities within and beyond the classroom. We are committed to every child's right to learn a language. This would begin with Spanish and the successful candidate will need to be able to teach this through to eventual GCSE. We would look to introduce a second language option, likely French, in the future and so relevant experience & capability in this would be desirable.

This role is suitable for an ECT or for an established teacher - with the support of exceptional leaders, all staff benefit from a culture of coaching and feedback. We will be building the school together through an iterative model; we need staff who are confident in giving and receiving feedback to ensure that what we are creating is exceptional. Our staff are unyielding in their commitment to every child's success and to the crucial part schools play in social justice.

We would expect this position to support your development as an aspirant leader with huge opportunity to grow both here and within the Trust.

There may be deployment, in the first year(s), to teach MFL at our other Trust schools with a view that you will be fulltime at Matford Brook when we are at capacity. This would be an excellent opportunity to build strong networks with our MFL colleagues across the Trust, as well as ongoing experience for your professional development.

## Mission and values

Our mission at Matford Brook Academy is to provide an excellent, all-through education that empowers children to believe they can, and should, change the world around them. We summarise this in one mantra that is woven through the fabric of our school: at Matford Brook Academy, we write our story. We are providing a school with an excellent education and opportunities for our children, rooted in the core understanding that, in order for children to thrive both now and in their future, they need to believe that the greatest influence on their lives is themselves.

We reflect this through the values of scholarship, kindness and community. You can read more about our values on our website.



## All-through model

All-through schools are uniquely positioned for children to have a seamless educational journey, supported from the moment they first step into school to their aspirational next steps. Joining in the Nursery & Preschool, Reception or Year 7, pupils and their families benefit from the opportunity to stay at the same school for their whole school career. Transitions can be a challenge; all-through schools avoid this with staff knowing pupils and their families well, providing continuous support and a consistent school experience.

Matford Brook Academy is intentionally designed as a 'cradle to career' school, modelled on the innovation at Reach Academy, Feltham and currently in development at Ted Wragg's other all-through school, Cranbrook Education Campus. We believe that schools are civic institutions that have a responsibility to its community and we are energised by the opportunity to build an integrated pipeline of support for our families.

## Our school design

We reflect our mission and values in the deliberate design of Matford Brook Academy, including the following:

- An unashamedly ambitious, knowledge rich curriculum that takes children beyond their known experience
- A relentless focus on the importance of school culture with a 'warm-challenge' approach and disruption-free classrooms
- A consistent pedagogical approach in every classroom, enabled through coaching and deliberate practice
- A commitment to oracy and public speaking
- A passion for reading
- A 'family dining' model where staff & pupils come together each lunchtime as a community
- A 'cradle to career' approach to school design, working collaboratively to provide a seamless pipeline of support for children and families
- a longer school day (Primary: 8.30am-3.15pm; Secondary: 8.30am-4pm, Mon-Thursday) with a shorter day on Friday (8.30am-2pm) to invest in curriculum depth & breadth, as well as staff development



# Key Details

**Job Title:** MFL teacher

**Location:** Exeter, Devon

**Salary:** MPS, 1.0FTE (part time could be considered in the first year of the school's opening to grow in subsequent years)

**Closing Date:** 9am Wednesday 22nd March 2023

**Interviews:** Week commencing 27th March 2023

**Required From:** September 2023

Due to the exciting nature of a 'start-up' school, we will be arranging time during the summer holidays for the team to work together. This is anticipated to be 24th-26th July and 30th Aug - 1st Sept. This can be discussed prior if candidates have pre-existing commitments

If you share our mission in providing an excellent, all-through education that empowers children to believe they can, and should, change the world around them. we would love to hear from you.



## Location

Our brand new school building is on the outskirts of Exeter, just off from the A379, as part of the Haldon Reach development.

Matford Brook Academy, Garrison Road, Haldon Reach, Exeter, EX2 8XW



## How to apply

If you would like an informal conversation about this role please contact the Matford Brook Academy team via

[info@matfordbrook.academy](mailto:info@matfordbrook.academy)

There will be some opportunities to visit the school site prior to the closing date.

Please use the application form available on the Trust website and email it to: [hr@tedwraggtrust.co.uk](mailto:hr@tedwraggtrust.co.uk)



# Job Description

|                      |                               |
|----------------------|-------------------------------|
| Job Title:           | Teacher of MFL                |
| Multi Academy Trust: | Ted Wragg Multi Academy Trust |
| School:              | Matford Brook Academy         |
| Responsible To:      | Deputy Headteacher            |
| Salary Grade:        | MPS                           |

## 1. Key Purpose of Job

- To support the growth of the new, all-through school, upholding its vision and values at all times and embedding the systems and processes to enable every child to thrive.
- To implement and deliver an appropriately broad, balanced and relevant MFL curriculum for pupils across the age and ability range (all-through), in accordance with the requirements of a professionally qualified teacher, and in other curriculum areas, as required.
- To provide, facilitate and encourage a learning experience, which provides pupils with the opportunity to achieve their individual potential, regardless of their social or cultural background.

## 2. List Key Duties and Accountabilities of the post

**As the school develops, the accountabilities and responsibilities of this role will be evaluated annually**

- Teach MFL, and other subjects as required (initially in secondary but with future deployment all-through) in such a way as to challenge and inspire all pupils, with clear objectives, delivered in line with Trust schemes of work and school policies.
- Plan and deliver lessons to pupils according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.
- Assess, record and report on the development, progress and attainment of pupils in line with school policies, ensuring that marking and assessment are of consistently high quality.
- Set high expectations for pupils and develop their behaviour for learning through teaching to the school's pedagogical principles and through the development of positive and productive relationships.
- Promote enrichment and extension of Humanities across the school, participating in and developing events, trips and visits as well as producing high quality displays.
- Develop and deliver an exciting programme of extracurricular opportunities, performances and school trips for all pupils, monitoring the engagement of all key groups and building partnerships with external organisations to enrich their options, and supporting transition work
- Take a full role in the pastoral system of the school by being a tutor and a member of staff well known to the community of pupils and their families.
- Embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to make impact within the role.
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school with students, staff, pupils, parents/carers and other stakeholders where and when appropriate.

### 3. Supervision / Line Management Responsibilities of the post

- As required

### 4. Working Environment & Conditions of the post

- In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post may be required to travel and teach within any school in the Ted Wragg Trust

### 5. Other Duties

- Identify personal training needs and participate in training and performance development whenever required.
- Actively participate in performance management processes.
- Attend and participate in relevant meetings as required.
- Undertake any other duties appropriate to the grade of the post.

### 6. Other Information

- The Trust is committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity. As an employee, you are representing the Trust and must support and demonstrate your commitment to the Trust's ethos and anti-discriminatory practices.
- The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking or vaping in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- The post holder may be required to move their base to any location within the Trust upon request.
- As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.
- This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.





# Person Specification

| Qualifications and Experience   | Essential/ Desirable |
|---|----------------------|
| Good & relevant Honours degree  | E                    |
| Fluency in Spanish sufficient for excellent teaching to GCSE  | E                    |
| Fluency in a second language (potentially French) sufficient for excellent teaching to GCSE   | D                    |
| PGCE and QTS  | E                    |
| Recent and relevant teaching of excellent lessons at Key Stages 3 or 4 in Spanish   | E                    |
| An understanding of key educational issues / change, combined with the ability to lead and co-ordinate their effective implementation | E                    |
| A track record of excellent pupil progress (where possible demonstrated by qualification outcomes)                                    | D                    |
| Effective role within pastoral support (e.g. as a tutor)  | D                    |
| Evidence of further professional study or of examination marking  | D                    |
| Knowledge, Skills & Understanding   |                      |
| Wide knowledge and understanding of MFL within the curriculum context and wider world   | E                    |
| Ability to use data effectively to support pupil progress   | E                    |
| Know and be able to articulate subject specific pedagogy and what constitutes outstanding pedagogy and practice                       | E                    |
| Understand changes to exams and whole school accountability measures  | E                    |
| Ability to plan and deliver successful extracurricular opportunities for all pupils   | E                    |
| Personal and Interpersonal Qualities  |                      |
| A commitment to flexibly and iteratively supporting the school and its future growth  | E                    |
| A commitment to the all-through model of education  | E                    |
| A commitment to equal opportunities   | E                    |
| A vision and drive that is 100% pupil focused with a passion for helping all young people develop, learn and achieve their best       | E                    |
| A commitment to the ongoing growth and personal development of yourself   | E                    |
| A strong commitment to the values and ethos of the Ted Wragg Multi Academy Trust  | E                    |
| Flexibility to teach in different curriculum areas, as required   | E                    |
| Other   |                      |
| This post is subject to an enhanced DBS disclosure  | E                    |
| This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English                        | E                    |

The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.





# Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

# Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.



**Dixons Academies Trust** – A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.



**Cabot Learning Federation** – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.



**Reach Academy Feltham** – Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.