

# Ivy Education Trust



Application Pack and Job Description  
Teacher of Modern Foreign Languages  
Teignmouth Community School



## Teacher of Modern Foreign Languages

### Teignmouth Community School

Required from January 2025 (or earlier if possible).

MPS / UPS

Permanent

Full time and part time applications considered

We are seeking an outstanding individual with drive, passion, enthusiasm and ambition to join our MFL Department. This is an opportunity for an excellent classroom practitioner with strong subject knowledge and experience at teaching across KS3 to KS5 to join our MFL department in its continued development.

You will have excellent organisational, planning and communication skills and have high expectations of all students to secure the best outcomes. You believe that all students are capable of success and recognise that success comes in different forms.

As a teacher you are inspirational, forward thinking and put students at the heart of everything you do. You are creative, dynamic, empathetic and have a natural ability to engage students. You hold the highest expectations of yourself and your students.

Everything that we do here at Teignmouth Community School is driven by our belief that we are all capable of being a slightly better version of ourselves tomorrow than we are today. This is underpinned by the values that, we believe, will ensure that we are all always working to be **the best version** of ourselves.

By **working hard and never giving up** we remain open to limitless opportunities for progress. We firmly believe that you have not failed until you stop trying.

As a community we have a responsibility to **be kind and care for each other**. We don't need to agree with everyone, we don't even need to understand everyone but there is absolutely nothing, other than our own fear, that stops us from accepting everyone.

And only by **joining in** can we **develop and grow**. Our characters are like muscles: if we don't exercise them, if we never push ourselves beyond that which is comfortable then we will never grow.

Our unwavering commitment at Teignmouth Community School is to challenge and support every member of our community to be the **best version** of themselves.

If this sounds like the kind of community you would like to belong, then please apply.

The Ivy Education Trust works closely with all schools within the Trust and beyond. The Ivy Education Trust celebrates the diversity of each of its schools and is founded upon the alignment of vision and values that we all commonly hold to secure the best outcomes for our pupils.

The Ivy Education Trust is committed to providing a broad, balanced and ambitious curriculum in all its schools so all children and young people develop the character and qualifications needed to open doors to their future success. A strong focus on developing and providing inspirational teaching and leadership in all schools, through school-to-school improvement, ensures outstanding progress and educational enjoyment for all members of the partnership's community.

The unique character of each school is celebrated and nurtured to ensure choice and variety in educational provision. The Trust is determined that all children should be able to attend a good or better school regardless of where they live.

Our mission is to improve life chances for every child and young person we serve, through broadening their opportunities and enabling them to reach their full potential. We support and all members of our learning community to dream big, aim high, and achieve more than they ever thought was possible. If you share these visions and aspirations, then we very much welcome your application for this post.

If you have any questions about the role, then please email [Samantha.Atkinson@teignmouthschool.co.uk](mailto:Samantha.Atkinson@teignmouthschool.co.uk) (Deputy Headteacher).

Application forms and further information are available from our website, [www.ivyeducationtrust.co.uk](http://www.ivyeducationtrust.co.uk) or via email to [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk)

**Completed application forms should be sent to [recruitment@ivyeducationtrust.co.uk](mailto:recruitment@ivyeducationtrust.co.uk) before the closing date stated below.**

**Closing date for applications is Monday 16<sup>th</sup> September at 9am. Interviews will be arranged once applications have been shortlisted.**

**Suitable candidates may be interviewed before the closing date and the trust reserves the rights to withdraw the position if an early appointment is made. Applicants are therefore encouraged to apply early.**



Dear applicant,

First, I would like to say a huge thank you for your interest in working at Teignmouth Community School.

When I started as Headteacher in September 2022 the school was in a very different place than it is now. In fact, I would go so far as to say that it is unrecognisable. The groundwork has very definitely been laid and we are well on track to being the school that the community of Teignmouth deserve. This transformation has only been possible through the power of 'team'. I am now looking for a new member of that team to continue to drive improvement in both the quality of curriculum and delivery alongside the love of learning of languages.

As a staff, our mission is to provide *all* our students with the best possible educational experience that we can; an experience that supports, challenges and inspires them to achieve their potential and develop into well rounded, kind, resilient and responsible young people, who have a deep love of learning and a curiosity about the world in which they live. We have the highest expectations and standards in all that we do; nowhere more so than in the classroom, where lessons are consistently high-quality, inspiring and engaging because all our teaching staff deliver lessons within Teignmouth Community School Teaching Sequence that is based on the work of Lemov, Sherrington and Rosenshine.

Our curriculum is now academically aspirational but also provides the right balance of challenge, support and personalisation to ensure every child succeeds. We ensure, both inside and outside the classroom that we maximise the opportunities we provide our students, so that they in turn can achieve beyond what they thought was possible. We do this by offering a broad range of extra-curricular clubs, trips and visiting speakers. A holistic approach to education is one of our key drivers.

We treat everyone in the Teignmouth Community School community with care and compassion, providing a supportive and collaborative environment so together we create a strong culture and community that everyone plays a role in. It is a community that is built on our values of Work Hard – never give up; Be Kind – care for each other and Join In – develop and grow, values that we expect everybody to embrace and embody.

We offer our staff disruption free classrooms built on a whole school framework of behaviour for learning expectations; centralised behaviour systems; a fortnightly coaching programme for all staff (because, in the words of Dylan Wiliams, 'every teacher needs to improve, not because they are not good enough, but because they can be even better'); opportunities for in-house career progression, access to our Trust leadership development programme and a leadership team who always prioritise staff wellbeing. We have very strong pastoral and Business Support teams, who together play a vital part in helping us provide our students with the best possible educational experience we can.

If you share our passion and commitment to developing the best version of yourself and our students then I welcome your application.

A handwritten signature in black ink that reads 'R Wickham'.

Rachel Wickham  
Headteacher  
Teignmouth Community School

# Job Description

<b>Post Title:</b>	Teacher of - Modern Foreign Languages
<b>School:</b>	Teignmouth Community School 11-19
<b>Salary Grade:</b>	MPS/UPS
<b>Contract Type:</b>	Permanent – Required from January 2025 (or earlier if possible) Full time and part time applications considered
<b>Responsible to:</b>	Head of Modern Foreign Languages

## Key purpose of job:

In accordance with the school Teachers' Standards, develop and deliver the MFL curriculum across the age and ability range, in accordance with the requirements of a professionally qualified teacher, ensuring high quality teaching and learning with outcomes that meet and exceed projected student progress.

## Main duties:

- Teach MFL across the age and ability range from KS3 in such a way as to challenge and inspire all students, with clear objectives, delivered in line with department schemes of work and school policies.
- Plan and deliver lessons to students according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and to provide students with the opportunity to achieve their potential.
- Assess, record and report on the development, progress and attainment of students in line with school policies, ensuring that marking and assessment are of consistently high quality and in accordance with the school assessment policy.
- Maintain effective behaviour management in the classroom, using positive behaviour strategies to ensure learner's engagement in the lesson and maintaining the school's high expectations of behaviour for learning within every classroom.
- Monitor the progress and achievement of the students following the course and identify the appropriate intervention strategies for underachieving students.
- Set high expectations for students and develop their behaviour for learning through focused teaching and through the development of positive and productive relationships, utilising the school's behaviour management software to support rewarding and sanctioning students.
- Manage, develop and share resources to enhance teaching of MFL. Main Pay Range/Scale teachers are expected to contribute towards the creation of departmental schemes of work and assessment methodologies from the end of their ECT year (with some experience of doing this within the ECT year).
- Promote enrichment and extension of MFL across the department, participating and developing events, trips and visits as well as producing high quality displays.
- To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and to take account of wider educational developments relevant to your work
- To engage actively in the school's Coaching CPD.
- Contribute to objectives of the curriculum area within the school objectives and take part in an annual review of the subject and curriculum area.
- 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 students.
- To ensure the effective and efficient deployment of classroom support while working as a member of a designated team and contributing positively to effective working relations within the school
- To attend meetings and undertake break time duties as and when required, within directed time, as appropriate to the role and hours.
- To communicate and discuss students' progress with parents and, where appropriate, to communicate and cooperate with persons or bodies outside the school
- To follow agreed policies for communications in the school

- To take part in marketing activities, such as Open Evenings, Parents' Evenings, review days and liaison events with partner schools/schools; and Awards evenings and celebration events; and to contribute to the development of effective subject links with external agencies and partners within the Trust.
- To engage actively in the school's Performance Management review process
- To embrace the continued professional development programme within the school, striving to be a lifelong learner, maximising opportunities to have an impact within your role and to use the outcomes to improve your tutoring and teaching and students' learning
- Be familiar with, fully support and reinforce the aims, ethos, policies and procedures of the school and Trust with students, staff, parents and other stakeholders where and when appropriate.
- To make an active contribution to the development of the school's policies, including Department Improvement Plans and the overall school Improvement Plan and to contribute to the process of school Self-Evaluation taking full account of quality standards and performance criteria

#### **School Ethos and Culture**

- To conduct oneself in a manner befitting a teacher at all times, ensuring behaviours that display positivity to others
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students of the school.

#### **Other Duties**

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- To support the achievement of the school's objectives by working proactively with colleagues on projects or activities outside direct area of responsibility as required.
- To conduct oneself in a manner befitting a member of staff at all times, ensuring behaviours that display positivity to others.
- To make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and students at the school.
- To follow the school's ICT policy for safe use of ICT.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS.
- To place the safeguarding of all children in the school as the highest priority.
- To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
- To work in compliance with the codes of conduct, regulations and policies of the school and its commitment to equal opportunities.
- To comply with the school's Health & Safety policy and statutory requirements as detailed in the Health & Safety at Work manual.
- To undertake any other additional duties not detailed above as required and as specified in the school Teachers' Pay and Conditions document, as long as they are commensurate with the level of the job.

**This is not an exhaustive list of duties; they may be varied from time to time without changing the general character of the job or the level of responsibility. A high degree of flexibility and adaptability is an important element of this role.**

**This is a description of the role as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.**

# Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>		
Teaching Qualification	✓	
MFL-based Degree	✓	
Class of Degree 2:2 or higher	✓	
Class of Degree 2:1 or higher		✓
<b>Professional experience and knowledge</b>		
Ability to teach Spanish (and French) to KS4	✓	
Ability to teach Spanish to KS5	✓	
<b>Personal aptitudes, qualities and skills</b>		
High expectations of self	✓	
Belief in students' ability to succeed	✓	
Ability to act on advice and be open to coaching	✓	
Dedication and commitment	✓	
Openness to innovation and improving own practice	✓	
Ability to collaborate and work co-operatively	✓	
Commitment to extracurricular activities	✓	
Understanding of diverse teaching and learning styles	✓	
Ability to teach engaging, motivating lessons	✓	
Understanding of assessment for learning	✓	
Ability to set high levels of challenge for students	✓	
Ability to relate well with students, staff and parents	✓	
Understanding of behaviour management techniques and of the relationship between teaching and behaviour	✓	
Understanding of safeguarding issues and promoting the welfare of children and young people	✓	
Suitability to work with children	✓	

Ivy Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.

# The MFL Department

## **MFL at Teignmouth Community School**

The MFL department is currently a small department with big ambitions. Teignmouth Community School does not subscribe to a model where young people are 'forced' to study a language in pursuit of government 'ambitions'. The focus of *all* leaders is to foster a genuine love of languages and subsequent desire to pursue study beyond KS3.

## **Approach**

Students study either French **or** Spanish from entry to the school. A significant amount of work has already been completed on moving the KS3 curriculum in both languages to embrace the Conti model of teaching. Teignmouth Community School's curriculum is also built on this approach and collaboration is one of our Trust values. As MFL is on the verge of a new specification at KS4, Language Leads at all three secondaries have been tasked with deciding which specification this should be. In order to collaborate effectively it makes sense that all three schools adopt the same specification but which specification remains the decision of the Languages Leads. (This is typical of the approach taken by Ivy Education Trust – empowering schools to collaborate at natural junctures rather than top down directives.)

## **Timetable and curriculum**

At Teignmouth Community School KS3 students have MFL for four hours per fortnight and there are an equal number of students taking French as Spanish. From September 2024 there will be one Spanish GCSE group in both Year 10 and 11. There are currently no KS5 classes or KS4 French.