

# The South Wolds Academy and Sixth Form



---

## *Teacher of MFL Application Pack*

*Sept 2024*

---



September 2024

Dear Applicant

**Teacher of MFL – Maternity contract**

Thank you for your interest in this post.

The South Wolds Academy is a popular, high-attaining 11-18 school. Our main aim is to enable every student to achieve their academic and social potential. We strive to achieve outstanding attainment and care, guidance and support, underpinned by a strong programme of enrichment that prepares our students for the rest of their lives. In December 2019 OFSTED judged us to be a good school with many outstanding features and the most recent report can be found on our website. We are regularly one of the 10 highest performing schools in Nottinghamshire and our “culture of high achievement is prevalent in all that we do.

At the centre of our improvements are outstanding staff who are committed to taking every possible step to enable our students to enjoy and succeed. If you are successful in your application for this post then you can rest assured that we will be absolutely committed to your professional development, work-life balance, and career aspirations. Governors, senior leaders and I are committed to enabling all staff to fulfil their roles successfully, to flourish professionally and prepare for the next stage of their career.

Perhaps our school is best summed up by OFSTED who reported that “pupils achieve well within a culture of high ambition” and “teachers have high expectations of what pupils can achieve”. We are looking for someone who can make a major contribution to our great school and further enhance our students’ experience.

We would urge all candidates to explore the school website [www.southwolds.uk](http://www.southwolds.uk) to find out more about our great school and students. Alternatively you can follow us on twitter (@SouthWolds) or Facebook for an easier way of staying in touch.

South Wolds is an exciting place to work – a place where staff and students do have a smile on their faces. We would be delighted to hear from you if you decide to apply for this post. Please complete an application form and use the “Additional Information” to section explain:

How your training and experience to date have prepared for you this post;

- What difference you will make to the students if you are appointed; and
- Why we should appoint you to this post.

We look forward to hearing from you. **The closing date for applications is 9.00 am on Wednesday 9<sup>th</sup> October 2024.**

If you have any queries then please contact Jo Egglenton by phone or email [jegglenton@southwolds.uk](mailto:jegglenton@southwolds.uk)

Yours sincerely

Halina Angus  
Head Teacher

**THE SOUTH WOLDS ACADEMY & SIXTH FORM**  
**Church Drive, Keyworth, Nottingham NG12 5FF**

Head Teacher: Halina Angus

South Wolds is a high attaining, semi-rural- popular school located in the village of Keyworth in Nottinghamshire which is only 6 miles from West Bridgford. We are also a founding partner of the East Midlands Education Trust, committed to providing a first class education for all of our students.

**Teacher of MFL**  
**Start date – 1<sup>st</sup> January 2025**  
**Maternity Contract – full or part time**

We are seeking to appoint an enthusiastic, committed and well qualified MFL teacher on a maternity contract. The successful candidate will be expected to teach French and Spanish at KS3. The ability to teach French or Spanish at KS4 is desirable. This is an exciting opportunity to join an outstanding team.

The successful candidate will have to meet the requirements of the person specification in order to be offered the post, will be required to undergo a full enhanced DBS check and must be eligible to work in the UK. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Safeguarding checks will be undertaken during the recruitment process.

If you would like further details regarding the vacancy please visit [EMET](#) to download an application pack or contact [jegginton@southwolds.uk](mailto:jegginton@southwolds.uk) We reserve the right to interview suitable candidates prior to that date. Should this prove successful we may close to new applicants earlier so please don't delay in submitting your application.

**Closing date for receipt of applications: 9.00 am on Wednesday 9<sup>th</sup> October 2024**



**The South Wolds  
Academy  
and Sixth Form**

**Faculty Description**

Languages at The South Wolds Academy and Sixth Form are highly valued by students and parents. Students study two languages French and Spanish in Years 7, 8 and 9. The majority of our students study at least one language through to GCSE, with many choosing to study more than one language through to A-Level.

The team is comprised of seven specialist teachers who are committed to taking every step to ensure that student experience and achievement is outstanding. The language department is recognised for its outstanding results, and enthusiastic, forward thinking team who are keen to drive the faculty forwards. Currently as a department, we have excellent links with the University of Nottingham through both the PGCE programme and widening participation opportunities through trips to the university, undergraduate small group work and sharing of best practice. We also run a popular extracurricular programme, including a KS3 residential trip to France and the KS4/KS5 Spanish exchange to Madrid.

This is an exciting opportunity to join the MFL department at The South Wolds Academy and Sixth Form.



## Job Description for a post of Responsibility – Teaching Staff

The appointment is subject to the current conditions of employment for Core subject teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and other current legislation.

The requirements of this job description are in addition to those relating to main scale teachers and those required of a Form Tutor where the post holder is a Form Tutor.

It is implicit within the role of all teaching employees of the Academy that they operate within and implement all policies and procedures.

### 1. Title of Post

Classroom Teacher

### 1. Name of Teacher

### 2. Salary

Main Scale

### 3. Accountable and responsible to:

MFL Performance Leader

### 4. Core Requirements of the Post

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

1. Inspire trust and confidence in pupils and colleagues
2. Build team commitment with colleagues and in the classroom
3. Engage and motivate pupils
4. Demonstrate analytical thinking
5. Improve the quality of pupils' learning

## **5. Basic Tasks of a teacher:**

### **1. TEACHING**

- 1.1. Appropriate preparation to meet the needs of the groups of students concerned.
- 1.2. Effective classroom management to enable and encourage learning.
- 1.3. Marking and response to all work.
- 1.4. Setting and marking homework according to the academy's agreed schedule and policy.
- 1.5. Reaching agreed teaching standards and ensuring the safety of all students.
- 1.6. Working to ensure that all students achieve their full potential.

### **2. PASTORAL CARE/AND AS A FORM TUTOR**

- 2.1. Managing your tutor group to create a positive personal and group relationship.
- 2.2. To know every student in the tutor group and to recognise their needs.
- 2.3. To offer solutions to those identified needs as appropriate.
- 2.4. To counsel, encourage and nurture all students in your tutor group in all aspects of their social and academic development.
- 2.5. To foster close and effective relationships between the academy and parents.

### **3. PERSONAL SKILL DEVELOPMENT**

**to work in co-operation with your 'line manager' to maintain a personal development programme which:**

- 3.1 Further enhances and develops subject related skills.
- 3.2 Increases professional skills as a tutor and a teacher.
- 3.3 Encourages the development of colleagues. Involves the sharing and taking of responsibilities within the academy and department.
- 3.4 Encourages and maintains a high level of motivation amongst students.

### **4. THE DEPARTMENTAL AND WHOLE SCHOOL COMMUNITY**

**contributing to the improvement and maintenance of an effective school.**

- 4.1 To contribute to the development of effective teamwork throughout the academy.
- 4.2 To attend and contribute towards all relevant meetings
- 4.3 To contribute towards the development of departmental teaching materials and the review of syllabi and schemes of work.
- 4.4 To encourage and foster the development of extra curricular activities.
- 4.5 To maintain and present a professional attitude, appearance and conduct at all times.
- 4.6 To respond to the challenges and opportunities offered in a Community Academy

## **6. Main purpose of job:**

**To carry out the following professional duties of a teacher as circumstances may require and in accordance with the academy's policies under the direction of the Headteacher.**

### **Knowledge and understanding**

- Maintain an up to date knowledge of good practice in teaching techniques
- Have a detailed knowledge of the relevant aspects of the pupils' National Curriculum and other statutory requirements
- Have a secure knowledge and understanding of their specialist subject(s) (for secondary equating to degree level, including the subject knowledge specified in the relevant ITT National Curricula)
- Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach
- Cope securely with subject-related questions which pupils raise and know about pupils' common misconceptions and mistakes in their specialist subject(s)

### **Planning and setting expectations**

- Select and make good use of textbooks, ICT and other learning resources which enable teaching objectives to be met.
- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment
- Identify pupils who are very able or who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs)
- Understand and apply effective classroom management
- Understand and apply a range of teaching strategies
- Positively target and support individual learning needs
- Maintain high levels of behaviour and discipline
- Make best use of all resources

### **Teaching and Managing Learning**

- Demonstrate appropriate consistent progress
  - For the majority of pupils
  - Across all teaching areas
  - Across all spectrums of background, ability and behaviour
  - That compares favourably with pupils in similar settings
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources
- Effectively use homework and other extra curricular learning opportunities
- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time, setting clear targets which build on prior attainment

### **Assessment and evaluation**

- Assess how well learning objectives have been achieved and use this assessment for future teaching
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress
- When applicable, understand the demands expected of pupils in relation to the National Curriculum, KS4 and post-16 courses
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving

#### **Parents**

- Know how to prepare and present informative reports to parents
- Recognise that learning takes place outside the school context and provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples
- Understand the need to liaise with agencies responsible for pupils' welfare

#### **Students**

- To monitor the progress made in meeting targets, evaluate the effects on teaching and learning, and use this analysis to guide further improvement.
- Secure progress towards pupil targets

#### **Managing own performance and development**

- Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
- Effective use of time available
- Understand their professional responsibilities in relation to academy policies and practices
- Set a good example to the pupils they teach in their presentation and their personal conduct
- Evaluate their own teaching critically and use this to improve their effectiveness
- Contribute to the development and/or implementation of academy policies
- Use the Performance Management process to advance pupil learning and enhance professional practice in line with the academy's aspirations and priorities
- Promote the wider aspirations and value of the academy

### **7. Additional Responsibilities**

#### **Teaching and Learning to:**

- Use your own class as an example of high quality teaching and learning where pupils are enthusiastic and respond positively to challenge and high expectations;
- Ensure continuity and progression in the subject by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work, developed in line with the academy development plan;
- Establish clear targets for achievement in the subject and evaluate progress through the use of appropriate assessments and records and regular yearly analysis of this data;



- Evaluate the teaching of the subject by the monitoring of teachers' plans and through work analysis, identify effective practice and areas for improvement, and take appropriate action to improve further the quality of teaching
- Develop effective links with the local community including parents, business and industry;
- Ensure that teachers are aware of the implications of equality of opportunity which the subject raises.

**Leading and managing staff to:**

- Enable all teachers to achieve expertise in planning for and teaching the subject through example, support and by leading or providing high quality professional development opportunities;
- Ensure that the Headteacher, SLT and governors are well informed about policies, plans, priorities and targets for the subject and that these are properly incorporated into the academy improvement plan.

**Effective Deployment of Resources to:**

- Support the Head of Faculty by maintaining efficient and effective management and organisation of learning resources, by developing or identifying new resources including ICT applications to the subject;
- Be aware of and respond appropriately to any health and safety issues raised by materials, practice or accommodation related to the subject;
- Support the Headteacher by maintaining efficient and effective management of the expenditure for the subject;
- Help colleagues to create a stimulating learning environment for the teaching and learning of the subject

**8. Health and Safety**

1. To be familiar with the Academy Health and Safety policy.
2. To advise the MFL Performance Leader on Health and Safety matters as the need arises.

**9. Further Statement**

The contents of this job description and allocation of particular responsibilities may be amended after consultation from time to time.

### Person Specification – MFL Teacher

This is the specification to which we shall be working throughout the selection process. Your letter of application will be part of this process and will need to address these areas wherever possible.

	<b>Essential</b>	<b>Desirable</b>
Education and Qualifications	<ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> <li>▪ Degree or PGCE</li> <li>▪ An enhanced CRB check</li> </ul>	<ul style="list-style-type: none"> <li>▪ Good honours degree</li> <li>▪ 'A' level average of C or above (or equivalent)</li> </ul>
Training and professional development	<ul style="list-style-type: none"> <li>▪ Evidence of recent and relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>▪ Relevant Higher Degree or Diploma</li> </ul>
Experience	<ul style="list-style-type: none"> <li>▪ Successful experience of teaching MFL throughout Years 7 – 13</li> <li>▪ Successful tutor group experience</li> </ul>	
Skills and abilities	<ul style="list-style-type: none"> <li>▪ Excellent classroom practitioner</li> <li>▪ Ability to work under pressure</li> <li>▪ An ability and enthusiasm to exploit the possibilities and potential of MFL within and beyond the classroom</li> <li>▪ Evidence of good organisational skills</li> <li>▪ A good team player</li> <li>▪ An ability to use and interpret data in order to design and implement intervention for individuals or groups of students who are underperforming</li> </ul>	<ul style="list-style-type: none"> <li>▪ A reputation for fair but firm management of student behaviour</li> <li>▪ Coaching skills</li> </ul>
Knowledge and understanding	<ul style="list-style-type: none"> <li>▪ An excellent understanding of the MFL curriculum across all key stages</li> <li>▪ Basic understanding of the nature and implications of recent research into what makes for effective learning</li> </ul>	<ul style="list-style-type: none"> <li>▪ An awareness and understanding of the likely consequences of curriculum change</li> </ul>
Personal Attributes	<ul style="list-style-type: none"> <li>▪ A proven ability to relate well to young people</li> <li>▪ A proven ability to relate well to colleagues</li> <li>▪ A commitment to helping students of all abilities to achieve the very highest standards of which they are capable</li> <li>▪ Adaptability, flexibility and capacity for hard work</li> <li>▪ A desire and determination to make a significant contribution to the school</li> </ul>	<ul style="list-style-type: none"> <li>▪ Clear and broad vision for education and schooling</li> <li>▪ Ambition to progress further in the profession</li> </ul>
Equal Opportunities/ Safeguarding	<ul style="list-style-type: none"> <li>▪ Understand and demonstrate a willingness to promote positively the Equal Opportunities Policy and safeguarding policy of The South Wolds Academy and Sixth Form</li> </ul>	